

Year	Full Reference	Abstract	Number of Citations
1917	Downey, J. E. (1917). Handwriting disguise. <i>Journal of Applied Psychology</i> , 1(4), 368-379. doi.org.ezproxy.rice.edu/10.1037/h0070146	Investigates (1) methods of disguising handwriting and (2) extent to which the individual attempts at disguising were effective, as related to age and sex. 12 men and 12 women (12 Ss were below 26 yrs and 12 over 30 yrs) were first asked to write a given verse on an unlined sheet of paper, and then asked to rewrite the verse on a second sheet but disguising their handwriting. Results indicated changes in size of writing, slant, line-quality and letter-form. Disguised writing were found to differ from automatic writing. Regarding age and sex differences, women and younger penmen were more successful.	4
1917	Mateer, F. (1917). The moron as a war problem. <i>Journal of Applied Psychology</i> , 1(4), 317-320. doi.org.ezproxy.rice.edu/10.1037/h0073157	Focuses on the issue of detection and drafting of mental defectives in the military service. The 'morons' were not easily detected because they were physically fit like the normals. But the essential difference was that they had social, moral, economical and educational difficulties. 'Morons' as a group were easily content, monotonous, did not worry about the future and were easily satisfied, hence could do well in the army. However, not being able to adapt to changes and not knowing the intricacies of modern warfare, led to them being rejected in the selection draft. Discusses that tests have shown high correlation between ability on mental tests and ability in war.	2
1917	Sunne, D. (1917) A comparative study of white and negro children. <i>Journal of Applied Psychology</i> , 1(1), 71-83. doi.org/10.1037/h0073489	Examines whether regular school programs were geared equally to Negro and White children. A total of 238 children (112 White and 126 Negro) from similar socio-economic backgrounds were studied by means of the Binet and Yerkes Points Scales. Results of the Binet Scale showed that the percentage of retardation of Negro Ss was greater than that of the White Ss of the same age. White children had more aptitude for logical reasoning, were more headstrong and had better muscle control. White Negro Ss had better language skills and had appreciation of color. The variability of scores of these children were due to race, sex differences or variations in individual capacities. Educational progress may be achieved both by conforming to high standards and by individual variations. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	41
1917	Wallin, J. E. (1917). Theories of stuttering. <i>Journal of Applied Psychology</i> , 1(4), 349-367. doi.org/10.1037/h0073809	Discusses a study of the causation and treatment of stuttering on a 12 yrs old boy, during a period of six weeks. Physical examination showed an unstable nervous system. The association-reaction test was used (1) to bring to the surface any possible emotional complexes or conflicts (2) to determine whether stuttering was due to the use of indecent or profane words and (3) to determine whether the S had auditory amnesia. Dream analysis was also carried out. The results revealed that there was no causal relation between stuttering and emotional complexes or latent content. The reaction tests concluded that the stuttering was due to an inability to get auditory images. Concludes that physical-relaxation, mental-composure and 'auditory' exercises were beneficial. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	9
1918	Murdoch, K. (1918). Rate of improvements of the feeble minded as shown by standardized educational tests. <i>Journal of Applied Psychology</i> , 2(3), 243-249. doi.org/10.1037/h0072458	Compares the rate of progress made by 21 feeble minded Ss on various psychological tests given at a gap of one year. The Ss, who were from grades four to six, were assessed on 11 tests. Very low correlations were found between the two testings, due to unequal rates of development in different Ss. The rate of learning of feeble minded Ss was less than that for normal Ss of the same mental age. Suggests that poor instruction and less time spent in school could be the chief reasons for the results obtained. Concludes that mental age does not refer to ability to do the same grade of work as others of the same mental age; nor does it mean ability to progress at the same rate in school subjects.	28
1918	Oschrin, E. A. (1918). Vocational tests for retail saleswomen. <i>Journal of Applied Psychology</i> , 2(2), 148-155. doi.org/10.1037/h0075948	Studies the vocational correlation for sales ability of the lower grade, found in a retail department store. 18 saleswomen were given 13 tests. Seven objective ratings of each member of the group were: (1) buyer's estimate (2) salary (3) teacher's ranking for salesmanship (4) ranking for general intelligence by the teacher (5) average ranking (6) general ranking and (7) selective group judgment. The value of these ratings indicated that the type of sales ability in a retail department store was measurable through tests of mixed relations, opposites and rearrangement of animals. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	2
1918	Pintner, R., & Toops, H. A. (1918). Mental tests of unemployed men. <i>Journal of Applied Psychology</i> , 2(1), 15-25. doi.org/10.1037/h0074389	Determines the mentality of a sample of applicants at two employment offices, to show the effect of the environment of the office on the character of the applicants and to check upon similar earlier work (JAP 1917, Vol 2(5), Sep, pp.278-287). The results showed a very high percentage of feeble minded, borderline and backward cases. There seemed to be a distinct relationship between the mentality and the industrial class to which a man belonged. The results of the control investigation at the second office were similar to those in the first office, with the exception that the general level of the applicants in the second office was above that of those in the first office. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	1

1918	Pressey, L. W. (1918). Sex differences shown by 2,544 school children on a group scale of intelligence, with special reference to variability. <i>Journal of Applied Psychology</i> , 2(4), 323-340. doi.org/10.1037/h0070429	Studies gender differences in mentality in terms of: (1) general intelligence or special traits and (2) variability of general intelligence or special traits. 2,544 school children (aged eight to sixteen yrs) were assessed on a group scale of intelligence. Results revealed that the girls averaged slightly higher in general intelligence than the boys. The comparative standing of the two sexes varied according to the nature of the test. The distribution of total scores showed a remarkably greater variability among boys than among girls. Again, the amount of variability varied according to the nature of the test. Concludes that differences between the two sexes were not in terms of general ability, but according to the nature of the function tested. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	32
1918	Thorndike, E. L. (1918). Fundamental theorems in judging men. <i>Journal of Applied Psychology</i> , 2(1), 67.	The median mental age of the total Army is 13.5 years. For native whites =13, For blacks =10	51
1919	Doll, E. A. (1919). The average mental age of adults. <i>Journal of Applied Psychology</i> , 3(4), 317-328. doi.org/10.1037/h0070258	Investigates the average mental age of adults by comparing the average intelligence of 9500 native whites, 3700 foreign-born men and 3300 Negroes. The intelligence of the former was judged on the basis of Army Mental Tests and that of the two latter groups was on the basis of the Surgeon General's report. The average mental age of adults was found to be 13 yrs and not 16 yrs as previously believed. Various other investigations supported this finding. Striking differences were observed between the average levels of general intelligence among the three groups of Ss, as well as among different social classes of native whites, different nationalities of people born abroad, and different geographical groups of Negroes.	12
1919	Frasier, G. W. (1919). A comparative study of the variability of boys and girls. <i>Journal of Applied Psychology</i> , 3(2), 151-155. doi.org/10.1037/h0074870	Investigates the variability of the sexes in mental capacities by comparing school achievement of 62,219 boys and girls (13 yrs of age) from 20 cities. The results showed a slightly greater variability for the boys and girls made better school progress. However, the coefficient of variability was very small and therefore, it would be safer to consider boys and girls to be alike in mental variability.	22
1919	Partlow, W. D., & Haines, T. H. (1919). Mental rating of juvenile dependents and delinquents in Alabama. <i>Journal of Applied Psychology</i> , 3(4), 291-309. doi.org/10.1037/h0072343	Reports the value of group intelligence rating tests and their relation to individual examinations made by the Binet-Simon method as a part of a mental survey of four schools. Group Intelligence Rating scores of 307 white boys, 75 white girls and 264 colored boys (aged seven to 20 yrs) were stratified by the percentile achievements of 1012 white children and 765 colored children. The 20% level in colored children was found to correspond closely to the two percentile level in white children as a group score limit of feeble-minded intelligence. The largest percentage of feeble-mindedness was found among the colored boys. Compared to individual tests, the group test was found to be a labor-saving device in mental surveys of institutions. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	13
1919	Pressey, S. L., & Teter, G. F. (1919). Minor studies from the psychological laboratory of Indiana University. I. A comparison of colored and white children by means of a group scale of intelligence. <i>Journal of Applied Psychology</i> , 3(3), 277-282. doi.org/10.1037/h0075831	Compares 187 colored and 2280 white children (eight to 16 yrs old) on a group scale of intelligence. The results indicated that: 1) the colored children of a given grade averaged at about the average for white children one grade below theirs 2) the colored children of a given age averaged at about the average for white children two years younger 3) the colored children averaged below white children of the same age on all the tests (4) the colored children rated best on a test of rote memory, poorest on a test involving differentiation of abstract terms and a test of verbal ingenuity. Suggests that, in general, colored children may do relatively well in dealing with concrete and routine problems, and poorly in abstraction or mental reconstruction. Suggests a study of racial differences by means of group tests of persistence and of interest.	1
1919	Pressey, S. L., & Thomas, J. B. (1919). A study of country children in (1) a good and 2) a poor farming district by means of a group scale of intelligence. <i>Journal of Applied Psychology</i> , 3(3), 283-286. doi.org/10.1037/h0071621	Compares 270 school children from a poor rural district and 268 school children from a fairly good agricultural district with 2800 city children. The result showed that (1) country children rated about a year and a half in mental age below city children (2) the children in a good farming district averaged above children in a poor farming district and (3) the usual type of intelligence tests did not give adequate measure of the ability of country children. Emphasizes the need for performance tests and materials more relevant to the environments of the country children.	36
1920	Foster, C. J., & Taylor, G. A. (1920). The applicability of mental tests to persons over fifty years of age. <i>Journal of Applied Psychology</i> , 4(1), 39-58.	In psychological examinations made at the Psychopathic Hospital it has for some time seemed evident to the examiners that the majority of patients over 50 years of age do especially poorly in the tests of memory and in certain allied tests. Casual observation and another study2 showed further that this deficiency depends relatively little upon type of mental disease and relatively much upon chronological age. The present paper is an account of our attempt to find reasons and numerical expression for the differences among our patients. We have attempted also to check our results by studying the influence of chronological age in the case of normal persons.	16

1920	Derrick, S. M. (1920). A comparative study of the intelligence of seventy-five White and fifty-five colored college students by the Stanford revision of the Binet-Simon Scale. <i>Journal of Applied Psychology</i> , 4(4), 316-329. doi.org/10.1037/h0071332	Seventy-five white college students were tested in the University of South Carolina. Fifty-five colored students were tested at Benedist College and Allen University. Due to the scarcity of colored college students, a few colored men in two upper classes of high school were tested. The white students ranged in chronological age from 16 to 25, range of I.Q. 91 to 128, average 112; the colored men ranged in chronological age from 16 to 35, range of I.Q. 76 to 125, average 103. A short bibliography is appended.	52
1920	Garth, T. R. (1920). Racial differences in mental fatigue. <i>Journal of Applied Psychology</i> , 4(2-3), 235-244. doi.org/10.1037/h0072496	Tests reported in the Archives of Psychology No. 41 are given also to Indians and negroes. The difference between whites, Indians and negroes of equal EDUCATIONAL OPPORTUNITY in the matter of mental fatigue shows the Indians excel the whites and negroes in the curve representing fatigue in attempts and accurate performance; the whites excel the negroes. From Psych Bulletin 18:01:00028. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	31
1920	Pressey, L. W. (1920). Minor studies from the psychological laboratory of Indiana University: The influence of a) inadequate schooling and b) poor environment upon results with tests of intelligence.	Three hundred forty-three children in the primary grades of a school district were tested by the Stanford Revision. 191 were children of native-born white parents, 87 were Italians (all spoke English without difficulty), 71 were negroes. The separation into groups by occupation followed Taussig's divisions. The median I.Q. for the native white group was 106.5, for the Italian group 85, for the negro group 83.4. This disparity is great, but 37 per cent. of the native-born white came from families of superior and very superior social status whereas 93 per cent. of the negro and 90 per cent. of the Italian group came from families of inferior and very inferior social status. The writer concludes that: (1) There is a difference in the distribution of intelligence in negro and Italian groups as compared with groups of children of native-born white parents which seems to be due to race alone. (2) There is a marked difference in the distribution of intelligence in groups of children of the same race but different social status. This disparity seems to be greater than the disparity between children of the same social status but different race. (3) Race norms which do not take the social status factor into ACCOUNT are apt to be to that extent invalid	23
1921	Arlitt, A. H. (1921). On the need for caution in establishing race norms. <i>Journal of Applied Psychology</i> , 5(2), 179-183. doi.org/10.1037/h0072500	Three hundred forty-three children in the primary grades of a school district were tested by the Stanford Revision. 191 were children of native-born white parents, 87 were Italians (all spoke English without difficulty), 71 were negroes. The separation into groups by occupation followed Taussig's divisions. The median I.Q. for the native white group was 106.5, for the Italian group 85, for the negro group 83.4. This disparity is great, but 37 per cent. of the native-born white came from families of superior and very superior social status whereas 93 per cent. of the negro and 90 per cent. of the Italian group came from families of inferior and very inferior social status. The writer concludes that: (1) There is a difference in the distribution of intelligence in negro and Italian groups as compared with groups of children of native-born white parents which seems to be due to race alone. (2) There is a marked difference in the distribution of intelligence in groups of children of the same race but different social status. This disparity seems to be greater than the disparity between children of the same social status but different race. (3) Race norms which do not take the social status factor into account are apt to be to that extent invalid	29
1921	Garth, T. R. (1921). The results of some tests on full and mixed blood Indians. <i>Journal of Applied Psychology</i> , 5(4), 359-372. doi.org/10.1037/h0072496	The problem was to find out how mixed and full blood Indians differ in the results of their performance of nine psychological tests. The subjects were 198 males, 77 being mixed blood and 121 full blood Indians, and 186 females, 78 being mixed and 108 full bloods. The ages ranged from 9 to 26, and the educational attainment fourth to tenth grade. The norms are of necessity only tentative until larger groups are obtained. From the data the comparison of the average performance of each group of mixed and full blood individuals for each test shows that the mixed blood excels the full blood in most of the cases. The scores of the mixed blood is favored by superior social status and EDUCATIONAL OPPORTUNITY	72
1921	Garth, T. R. (1921). White, Indian, and Negro work curves. <i>Journal of Applied Psychology</i> , 5(1), 14-25.	These measures of overlapping are significant as far as they go and are to be taken into very careful consideration before one takes a stand for a belief in racial work curves of Whites, Indians, and Negroes or in just a common human work curve. It is a fact that they incline one to see differences and we may add that mixture of blood in the Indians and in the Negroes may have prevented these differences from being more apparent	24

1921	Pressey, S. L., & Teter, G. F. (1921). Minor studies from the psychological laboratory of Indiana University. I. A comparison of colored and white children by means of a group scale of intelligence. <i>Journal of Applied Psychology</i> , 3(3), 277. doi:10.1037/h0073971	Compares 187 colored and 2280 white children (eight to 16 yrs old) on a group scale of intelligence. The results indicated that: 1) the colored children of a given grade averaged at about the average for white children one grade below theirs 2) the colored children of a given age averaged at about the average for white children two years younger 3) the colored children averaged below white children of the same age on all the tests (4) the colored children rated best on a test of rote memory, poorest on a test involving differentiation of abstract terms and a test of verbal ingenuity. Suggests that, in general, colored children may do relatively well in dealing with concrete and routine problems, and poorly in abstraction or mental reconstruction. Suggests a study of racial differences by means of group tests of persistence and of interest.	20
1921	Yeung, K. T. (1921). The intelligence of Chinese children in San Francisco and vicinity. <i>Journal of Applied Psychology</i> , 5(3), 267-274. doi.org/10.1037/h0074283	An attempt was made to discover the general intelligence level of Chinese children in the vicinity of San Francisco by means of the Stanford revision of the Binet tests. The test was given to sixty-two boys and forty-seven girls from 5 to 14 years. They were all American born. No striking differences in the intelligence of the Chinese and American children are indicated. The I. Q. for the Chinese group was 97 in comparison with 99 for a group of 905 American children studied by Terman. The groups of boys and girls were not equal—the median for the sixty-two boys was 93.5 and for the forty-seven girls 99.9. The Chinese of the vicinity of San Francisco belong chiefly to the lower levels of occupational status.	36
1922	Arlitt, A. H. (1922). The relation of intelligence to age in Negro children. <i>Journal of Applied Psychology</i> , 6(4), 378-384. doi:10.1037/h0073971	An attempt was made to determine the median I. Q. of all ages of negroes to show to what extent the inferiority of negroes is dependent on age. One hundred eighty negro children were tested in New Orleans and 63 in Philadelphia. Of the 243 children 129 were boys and 114 girls. Fifty-four were five and six years old (28 boys, 26 girls), 50 seven years old (25 boys, 25 girls), 49 nine years old (25 boys, 24 girls), 40 between ten and fifteen (26 boys, 14 girls). As to social status 33.7 per cent were very inferior, 58 per cent were of inferior, 6.5 per cent were of average, and 1.6 per cent of very superior social status. The Stanford revision of the Binet tests was used. The median I. Q. for negro children decreases with increasing age from age five to ages ten to fifteen combined. At five and six negroes are superior to whites of the same social status. All ages beyond six, negroes are inferior to whites, and this inferiority increases with increasing age. The conclusions are based on the group tested, which is relatively small.	30
1922	Naccarati, S., & Lewy-Gurnzburg, B. A. (1922). Hormones and intelligence: Correlation between the ratio of height to weight and intelligence in normal individuals. <i>Journal of Applied Psychology</i> , 6(3), 221-234. doi.org/10.1037/h0074283		72
1923	Davenport, C. B., & Craytor, L. C. (1923). Comparative social traits of various races, second study. <i>Journal of Applied Psychology</i> , 7(2), 127-134. doi.org/10.1037/h0069927		11
1923	McFadden, J. H., & Dashiell, J. F. (1923). Racial differences as measured by the Downey Will-Temperament Test. <i>Journal of Applied Psychology</i> , 7(1), 30-53. doi.org/10.1037/h0069927	Thirty-eight high school and 39 college students of both the white and colored races were given the Downey Will-Temperament Test. The results are given in detail. Among the conclusions drawn are the following: The negro is slower in movement than the white, in general. In general the negro COLLEGE AND high school student is from two to three years older than the white student of same academic grade. In "strength of personality," as indicated by the total score of each individual, the whites surpass the negroes, only 15.4 per cent of the negroes exceeding the median of the whites. From Psych Bulletin 21:01:00152. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	7
1924	Porteus, S. D. (1924). Temperament and mentality in maturity, sex and race. <i>Journal of Applied Psychology</i> , 8(1), 57-74. doi.org/10.1037/h0072673		24

1925	Garth, T. R., Serafini, T. J., & Dutton, D. (1925). The intelligence of full blood Indians. <i>Journal of Applied Psychology</i> , 9(4), 382-389.		16
1925	Manson, G. E. (1925). Group differences in intelligence tests. The relative difficulty of types of questions. <i>Journal of Applied Psychology</i> , 9(2), 156-175. doi.org/10.1037/h0072673	N/A	20
1925	Sunne, D. A. G. N. Y. (1925). Personality tests: White and Negro adolescents. <i>Journal of Applied Psychology</i> , 9(3), 256-280.		2
1926	Heidbreder, E. (1926). Intelligence and the height-weight ratio. <i>Journal of Applied Psychology</i> , 10(1), 52-62. doi.org/10.1037/h0072673	the present study has failed to bring out any evidence in support of Nac- carati's conclusions,	16
1926	Lehman, H. C., & Witty, P. A. (1926). The Negro child's index of more social participation. <i>Journal of Applied Psychology</i> , 10(4), 462-469. doi.org/10.1037/h0072673	Lehman, H. C., & Witty, P. A. (1926). The negro child's index of more social participation. <i>Journal of applied psychology</i> , 10(4), 462.	6
1926	Newhall, S. M. (1926). Sex differences in handwriting. <i>Journal of Applied Psychology</i> , 10(2), 151-161. http://dx.doi.org/10.1037/h0067056	The chief concern of the present experiment is the practical question of the degree to which the "ordinary," unpracticed or non-"expert" individual can determine sex from handwriting; more simply, what is the probability of correctness of judgment by such an individual. This study is characterized by the fact that a sufficiently large number of subjects served to make the results of statistical interest.	24
1926	Wang, S. L. (1926). A demonstration of the language difficulty involved in comparing racial groups by means of verbal intelligence tests. <i>Journal of Applied Psychology</i> , 10(1), 102-106.		13
1927	Fox, E. J. (1927). The diagnostic value of group tests as determined by the qualitative differences between normal and feeble-minded children. <i>Journal of Applied Psychology</i> , 11(2), 127-134. doi.org/10.1037/h0072673		33
1927	Garth, T. R. (1927). The intelligence of mixed blood Indians. <i>Journal of Applied Psychology</i> , 11(4), 268-275. doi.org/10.1037/h0072673		14
1927	Garth, T. R., & Barnard, M. A. (1927). The will-temperament of Indians. <i>Journal of Applied Psychology</i> , 11(6), 512-518. doi.org/10.1037/h0072673	The Indian group consisted of 170 fullbloods from Indian Schools, about half from the Pueblos and the rest from Navahos, Apaches and Sioux, and equally divided between the sexes; compared with these were 101 white high-school students from Denver, likewise about equally divided as to sex. The Downey Group Will-Temperament Test was used. "The whites are more speedy in the test than are the Indians, they are quicker in making decisions, they are rather more	16

1928	Estabrooks, G. H. (1928). The relation between cranial capacity, relative cranial capacity and intelligence in school children. <i>Journal of Applied Psychology</i> , 12(5), 524-529. doi.org/10.1037/h0070481	The cranial capacity was calculated by the Pearson-Lee formula, which is a function of length, breadth and height; the two forms were used for the sexes, but no correction was applied for the age of the subjects (the formula having been derived for adults). Relative cranial capacity is the quotient obtained by dividing cranial capacity by stature. Intelligence quotients were derived from the Stanford-Binet when the children were six, Dearborn A when they were seven, and Otis Primary when they were eight. All of the children were of the same age, lived in Medford and Revere (being part of the subjects of the Harvard Growth Study), and comprised 172 boys and 207 girls; subdivisions were made by race. In intelligence boys were slightly inferior to girls; Italians (brunet only considered) were low, Jews rather above average, north Europeans much above average, the brunet type being highest of all. In the correlations between intelligence and cranial capacity, boys surpassed girls (0.24 vs. 0.14); the girls' coefficients are of doubtful significance, but all positive; the only group of boys whose coefficients are conspicuously insignificant is the north European brunet. The relative capacity-intelligence coefficients are clearly insignificant with the possible exception of North European mixed boys, and one-fourth of them are negative.	7
1928	Garth, T. R., Smith, H. W., & Abell, W. (1928). A study of the intelligence and achievement of full-blood Indians. <i>Journal of Applied Psychology</i> , 12(5), 511-516. doi.org/10.1037/h0070481	The subjects were 1000 full-blood Indians (tribes not given) in government and church schools, ages about 12 to 18, grades 4 to 9. They were given the Otis Classification Test, Part I measuring educational achievement and Part II intelligence. All ages and quotients rise somewhat with grade; the average IQ is 70, the average accomplishment RATIO 107 (range 105 to 111) which is higher than that for whites (overlapping 79%). By means of a regression equation intelligence score is predicted from age, grade, and achievement score, the respective weights being—1, 2.5, and 8; the multiple correlation is 0.84; the partial correlation between intelligence and achievement, holding age and grade constant, is 0.67. From these facts the authors conclude that there is "little room for any other factor besides school grade and achievement in education in determining intelligence score for full-blood Indians.	16
1929	Porteus, S. D. (1929). The social psychology of the Australian aboriginal. <i>Journal of Applied Psychology</i> , 13(2), 131-144. doi.org/10.1037/h0072158		4
1929	Hsiao, H. H. (1929). The mentality of the Chinese and Japanese. <i>Journal of Applied Psychology</i> , 13(1), 9-31. doi.org/10.1037/h0070481	A review covering "all the psychological studies that have been made of the Chinese and Japanese." Fourteen investigators (1915-1926) have studied in all about 5,000 Chinese and Japanese between the approximate ages of 3 and 22 years. A comprehensive table catalogs the tests used and the results. The author finds that in the groups compared considerable variation has existed in both social status and age, and that there has been a "failure to adapt material to racial differences in ways of thinking." He, therefore, believes it to be "unsafe to make generalizations about racial differences."	12
1930	Broom, M. E. (1930). Sex differences in mental ability among junior high school pupils. <i>Journal of Applied Psychology</i> , 14(1), 83-90. doi.org/10.1037/h0070481	Terman group test of mental ability used with 600 boys and 600 girls in junior high school. "... The Terman Group Test of Mental Ability secures reactions from boys and girls which are comparable in that the parts of the test and the total test measure very much the same things in the same amounts both with boys and with girls. This further supports the hypothesis previously advanced that boys and girls differ very slightly, if at all, in ability to do school work (mental ability)."	12
1930	Wheeler, L. R. (1930). A comparative study of physical growth of dull Italian children. <i>Journal of Applied Psychology</i> , 14(4), 376-391. doi.org/10.1037/h0072844		2
1930	Livesay, T. M., & Louttit, C. M. (1930). Reaction time experiments with certain racial groups. <i>Journal of Applied Psychology</i> , 14(6), 557-565. doi.org/10.1037/h0070481	Race differences in reaction times are consistently low and insignificant; sex differences, also low, are greater than race differences; males consistently excel females. Based on 253 cases—Caucasian, Chinese, Japanese, and part-Hawaiian.	5

1930	Meltzer, H., & Bailor, E. M (1930). Sex differences in knowledge of psychology before and after the first course Journal of Applied Psychology, 14(2), 107-121. doi.org/10.1037/h0070481	This paper gives a statistical analysis of the results of a test given to men and women before taking a first course in psychology and after. The authors find a large difference between the sexes in this respect.	4
1931	Streep, R. (1931). A comparison of white and negro children in rhythm and consonance. Journal of Applied Psychology, 15(1), 53-71. doi:10.1037/h0070190	Tests(Seashorerhythmmandconsonance)on637whiteand 678 negro children in the 3rd to the 6th grades (New York City) showed a consistent, though not valid, slight superiority of the latter.	5
1931	Young, P. T. (1931). Sex differences in handwriting. Journal of Applied Psychology, 15(5), 486-498. doi.org/10.1037/h0070481	Specimens of handwriting were obtained from juniors and seniors in a class of general psychology at the University of Illinois. The writing was done in connection with a class assignment and no one knew that the materials turned in would be used for a handwriting test. The group of judges, 25 men and 25 women, was entirely exclusive of the group of writers. It was found that untrained judges are able to determine the sex of the writer from handwriting with an average performance 11% better than chance. Present results indicate that men and women are about equal in their ability to determine the sex of the writer from specimens of handwriting. The criteria alleged to have been used in judgment contain some contradictions and in part they overlap, but on most points there is general agreement.	20
1932	Armstrong, C. P. (1932). Sex differences in the mental functioning of school children. Journal of Applied Psychology, 16(5), 559-571. doi.org/10.1037/h0070481	These groups of boys and girls, compared on the basis of mean IQ's, do not differ reliably in general intelligence as measured by these particular scales as a whole: the Otis Test, the Army Individual Performance Test, and the Army Beta Test. The boys and girls show only a negligible difference in reactions at each age level on the three scales, but when a difference is present it is usually in favor of the boys. There is no evidence of earlier maturing of girls. There is a reliable difference on specific items of the performance scales, the boys being superior with the mazes, ship, cube analysis, picture completion and geometrical construction. There is an indication of superiority of the girls with the digit-symbol, number-checking and X-O tests.	11
1932	Barkley, K. L. (1932). A consideration of the differences in readiness of recall of the same advertisements by men and women. Journal of Applied Psychology, 16(3), 308-314. doi.org/10.1037/h0070481	2 students at the University of North Carolina were allowed to look for definite time intervals at successively exposed pages of the Saturday Evening Post. When all the pages had been turned, the students were asked to write down all the advertisements which they recalled, with the definite name of each and the thing which most stood out in each. No significant differences in the readiness of men and women to recall advertisements of commodities of general or common use were found. Notable sex differences were found in readiness to recall advertisements of certain selected commodities. The difference is attributed to differences in the training and activities of men and women.	10
1932	Garth, T. R., Holcomb, W. M., & Gesche, I. (1932). Mental fatigue of Mexican school children. Journal of Applied Psychology, 16(6), 675-680. doi.org/10.1037/h0070481	The same experimental materials and method were used as in Garth's previous studies of racial work curves. The Thorndike Addition Sheets were used, with 14 sheets for the younger and 21 sheets for the older group. These groups were composed of 3rd-4th and 7th-8th grade students respectively. In both "attempts" and accurately performed additions the younger group hold their own with slight fluctuation for 24 minutes, after which there is a rapid decrease in both measures. For the older group the work curve is almost on a level for 42 minutes. Upon comparison of the Mexican results with the performance of whites we find that in the case of the younger Mexicans the difference tends to be greater for "attempts" than for "accurates." The amount of overlapping found when we compare older groups of Mexicans and whites is so great that we cannot be certain of a difference. Selection, and training, and nutrition are suggested as possible explanations of the tendency toward greater similarity to the whites in the older Mexican group.	2
1932	Sanchez, G. I. (1932). Group differences and Spanish-speaking children—a critical review. Journal of Applied Psychology, 16(5), 549-558. doi.org/10.1037/h0072844	The author believes that "proper accounting for the inferior test results of the Spanish-speaking children cannot be made unless it is in terms of the findings of the field in general, for the fundamental causes to which this inferiority may be attributed are not unique or peculiar to Spanish-speaking children, but represent influences active upon all."	3

1932	Wheeler, L. R. (1932). The mental growth of dull Italian children. <i>Journal of Applied Psychology</i> , 16(6), 650-667. doi.org/10.1037/h0071839	The data for this study consist of tests of public-school children from ages six to eleven, selected on the basis of the Dearborn Group Intelligence Tests. The gain in mental growth of the six-year group of Italian children shows a trend similar to the seven-year group for four consecutive years. Both groups of Italian children show a decreasing increment of mental growth, i.e., a negative acceleration with an increase in chronological age. This investigation shows that the average dull child is nearly a year mentally retarded when he enters school, and this retardation increases from year to year until at age eleven he has a mental retardation of over two and a half years. No significant sex differences in mental growth are shown for ages from six to eleven. These data may indicate that dull children reach mental maturity earlier than normal and superior children. A fairly consistent but very small difference in mental growth between dull Italian and North European children is not great enough to allow definite conclusions to be made as to racial differences.	84
1933	Berman, I. R., & Bird, C. (1933). Sex differences in speed of reading. <i>Journal of Applied Psychology</i> , 17(3), 221-226. doi.org/10.1037/h0075138	Women tend to be superior to men on the Chapman-Cook tests for speed of reading, particularly under condition of maximum lip and tongue movements. This difference does not seem to be a function of intelligence, but rather of a "general language superiority" in women.	5
1933	Eells, W. C. (1933). Educational achievement of the native races of Alaska. <i>Journal of Applied Psychology</i> , 17(6), 646-670. doi.org/10.1037/h0073602	On the basis of the Stanford Achievement Test norms 48% of the entire group are retarded a half grade or more and only 12% are accelerated. In general, when compared with the white norms for the separate subjects in the Stanford Achievement Test, best achievement is in spelling, history, geography, and physiology, and somewhat poorer achievement in language usage, English literature, arithmetic reasoning, arithmetic computation, paragraph meaning and word meaning. Quality of handwriting is markedly below the white norms, while speed of handwriting approximates these closely, as measured by the Ayres Handwriting Scale. Originality of expression and ability to write ordinary English prose was evaluated by the Driggs-Mayhew National Scales for Measuring Composition. Aleut children were on the average close to the white norms and in some grades above these norms, and superior to Eskimo and Indian children. Children in boarding schools where the English language was in constant use were better in this test of English composition than those in the day schools. In musical achievement as measured by the Kwalwasser-Ruch Test of Musical Accomplishment the Alaskan children were decidedly inferior.	17
1933	Eells, W. C. (1933). Mechanical, physical, and musical ability of the native races of Alaska. <i>Journal of Applied Psychology</i> , 17(5), 493-506. doi.org/10.1037/h0073602	Results on the MacQuarrie test for mechanical ability, the Brace Scale for motor ability, the Snellen Chart for keenness of vision, the "whispering test" for keenness of hearing, and the Seashore measures of musical talent (sense of pitch, intensity and tonal memory) indicate a general inferiority of Alaskan children (Eskimo, Aleuts, Indians) as compared with American children. Within each racial group there is a great variability.	6
1933	Eells, W. C. (1933). Mental ability of the native races of Alaska. <i>Journal of Applied Psychology</i> , 17(4), 417-438. doi.org/10.1037/h0071196	The average IQ's on the Stanford-Binet test for three native races of children in Alaska—Eskimo, Aleut, and Indian—are 73.67, 80.27, and 78.88; and on the Goodenough scale for measuring intelligence by drawings the average IQ's are 89.56, 93.29, and 91.55. There is a tendency for the IQ on both of these tests "to increase progressively with additional admixture of white blood." The mental ability of these racial groups seems to rank above full-blood American Indians and southern negroes.	2
1933	Garth, T. R., Ikeda, K., & Gardner, D. A. (1933). Japanese work curves. <i>Journal of Applied Psychology</i> , 17(3), 331-336. doi.org/10.1037/h0075574	Differences in overlapping and in warming-up effect and fatigue in work curve on a task of CONTINUOUS addition between Japanese and white boys are probably due to "such factors as selection and nurture."	15
1933	Patrick, J. R., & Rowles, E. (1933). Intercorrelations among metabolic rate, vital capacity, blood pressure, intelligence, scholarship, personality and other measures on university women. <i>Journal of Applied Psychology</i> , 17(5), 507-521. doi.org/10.1037/h0074037	Intercorrelations of biometric measures obtained on 52 students in Ohio University reveal negligible relationships. Age correlates .358 ± .083 with vital capacity. The authors consider the necessity of obtaining similar biometric data over a wide age range. Literature is reviewed briefly.	3



1933	Pressey, S. L. & Pressey, L. C. (1933). A comparative study of the emotional attitudes and interests of Indian and white children. <i>Journal of Applied Psychology</i> , Vol 17(3), 227-238. doi.org/10.1037/h0070273	The Pressey Interest-Attitude Test was given to 1893 Indian and 1959 white children above the 6th grade. The emotional age of the Indians is considerably behind their own chronological age. A discussion considers the possibilities that differences such as are revealed in the interest and attitude tests may serve as a more critical basis for studying race differences.	12
1933	Pressey, S. L., & Pressey, L. C. (1933). A comparison of the emotional development of Indians belonging to different tribes. <i>Journal of Applied Psychology</i> , 17(5), 535-541. doi.org/10.1037/h0070973	On the basis of the Pressey interest-attitude tests Indian children tend to be retarded emotionally. "It is suggested that the test scores may reflect the degree to which a group of Indians has been exposed to white man's ideals, manners, customs, attitudes, and so on."	8
1933	Pressey, S. L., & Pressey, L. C. (1933). Results of certain honesty tests given to a group of rural white children and to two groups of Indian children. <i>Journal of Applied Psychology</i> , 17(2), 120-129. doi.org/10.1037/h0067621	Investigated emotional attitudes and honesty among white and American Indian children. Three honesty tests (about scoring a test paper, handling money, and following instructions) were given to 194 rural white children from Nebraska and two groups of American Indian children (208 from Nebraska and 197 from New Mexico) in the US. Tentative results suggest that children of both races are more honest in tests for which their training has fitted them than in tests for which they have received no specific training. For both races and on all tests, dishonesty decreases with age, but to a smaller extent if the "honesty" element in the test situation is not obvious. Indian children living among whites gradually adopt "white" standards, but not until they are chronologically older than the white children manifesting these standards. Indians living under conditions totally unlike those of white children show highly different scores on these tests. There is no evidence that honesty is an inborn trait or a racial characteristic. There is, on the contrary, strong evidence that a child is honest in proportion (a) as he has been trained to honesty, and (b) as he is able to transfer his training to the particular situation before him. It is likely, in the writers' opinion, that Indian children at the end of their school will show more dishonesty in such tests as have been described than white children because they begin school at a later age and because they have to "straddle" two cultures that are often divergent on the particular questions of honesty involved. This opinion is not, however, to be understood as bearing in the least upon any racial difference. If the Indian pattern of behavior were the norm, the white child in similarly difficult surroundings would presumably conform only slowly and imperfectly.	6
1933	Pressey, S. L., & Pressey, L. C. (1933). A study of the emotional attitudes of Indians possessing different degrees of Indian blood. <i>Journal of Applied Psychology</i> , 17(4), 410-416. doi.org/10.1037/h0067621	A comparison of results on the Pressey Interest-Attitude Test reveals no significant differences in emotional age or emotional retardation for groups of Indian children with varying degrees of admixture of white blood. According to norms based on white children the Indians are retarded emotionally about two years. "These results are in accordance with most of the more recent work on Indians, which stresses the importance of environment over heredity and throws some doubt upon the existence of true biological differences except in physical characteristics between races.	2
1934	Lyon, V. W. (1934). The use of vocational and personality tests with deaf. <i>Journal of Applied Psychology</i> , 18(2), 224-230. doi.org/10.1037/h0067621	On the Minnesota Mechanical Tests 44, 36, and 20% of deaf high school boys score, respectively (in the groups based on Minnesota norms), below the 30th, 70th, and the 100th percentile. The Thurstone Personality Schedule shows that 30% of deaf high school boys and girls are either "emotionally maladjusted" or "should have psychiatric advice." The author questions the appropriateness of general norms and suggests that special standards should be determined for this group.	6
1934	Tenwolde, H. (1934). More on sex difference in handwriting. <i>Journal of Applied Psychology</i> , 18(5), 705-710. doi.org/10.1037/h0067621	No significant sex differences were found between quality of penmanship based on the Thorndike Handwriting Scale in the fourth to eighth grade. Teachers' judgments of 40 penmanship samples showed 63% correct sex identification.	11

1935	Langhorne, M. C. (1935). A comparison of student nurses in a university hospital training school and a hospital training school. <i>Journal of Applied Psychology</i> , 19(1), 101-103. doi:10.1037/h0060583	Scores on the Psychological Examination of the American Council on Education are higher (1) for university freshmen than for student nurses, (2) for student nurses in university hospitals than for students in non-affiliated nurses' schools, and (3) for the preceding groups than for negro student nurses.	8
1935	Sward, K. (1935). Patterns of Jewish temperament. <i>Journal of Applied Psychology</i> , 19(4), 410. doi.org/10.1037/h0060999	An item analysis of the Bernreuter personality inventory based on responses of 114 Jewish families and 113 non-Jewish families in triads of father and mother plus son or daughter (college students) reveals four distinguishing patterns that characterize the Jewish group: (1) gregariousness or strong social dependence, (2) submissiveness, (3) drive and over-action, and (4) various anxiety states and symptoms of mood change. Statistical tables and questions found most discriminating are included in this report.	0
1935	Sward, K., & Friedman, M. B. (1935). Jewish temperament. <i>Journal of Applied Psychology</i> , 19(1), 70-84. doi.org/10.1037/h0063422	Comparison of scores for 625 adult Jews (high school and college students and parents) with an equal number of non-Jews on the Bernreuter personal inventory and the Heidebreder introversion-inferiority questionnaire reveals the following: (1) Jewish self-attitudes cover a normal range and "in one population faintly suggest bi-modality." (2) Neurosis and inferiority scores of the Jewish group about 60% toward the unfavorable direction. (3) Sex differences are consistently larger than race differences.	17
1935	Traxler, A. E. (1935). Sex differences in rate of reading in the high school. <i>Journal of Applied Psychology</i> , 19(3), 351-352. doi.org/10.1037/h0055423	No significant differences were found in rate of reading between high school boys and girls on the Iowa Silent Reading Test.	7
1936	Charles, C. M. (1936). A comparison of the intelligence quotients of incarcerated delinquent white and American negro boys and of groups of St. Louis public school boys. <i>Journal of Applied Psychology</i> , 20(4), 499-510. doi:10.1037/h0060506	On the Kuhlmann-Anderson intelligence test public school boys in St. Louis between the ages of 12 and 16 are superior to boys of the same age in reform schools.	8
1936	Cooper, C. L. (1936). Mechanical aptitude and school achievement of negro boys. <i>Journal of Applied Psychology</i> , 20(6), 751-760. doi:10.1037/h0057489	Low correlations were obtained between scores on the Stenquist mechanical aptitude picture test and academic grades for a group of 92 negro high school boys.	12
1936	Doll, E. A. (1936). Idiot, imbecile, and moron. <i>Journal of Applied Psychology</i> , 20(4), 427-437. doi.org/10.1037/h0056577	A threefold criterion is necessary for diagnosis of feeble-mindedness, namely, social incompetence, intellectual incompetence, and developmental arrest. "Idiocy, imbecility, and moronity are not mere successive stages of a mental age continuum, but are different categories of a common condition differing qualitatively as well as quantitatively from each other." Analysis of the above criteria of feeble-mindedness leads to the conclusion that some confusion now existing in diagnosis of mental status will be cleared up by such an instrument as the Vineland social maturity scale.	1
1936	Lehman, H. C., & Witty, P. A. (1936). Sex differences in vocational attitudes. <i>Journal of Applied Psychology</i> , 20(5), 576-585. doi.org/10.1037/h0055512	The Lehman vocational attitude quiz was administered to 26,878 boys and girls ranging in age from 8 1/2 to 18 1/2. Differences between boys and girls in occupational interests and attitudes occur and should be considered in vocational guidance courses. Girls tend to prefer occupations described as sedentary, esthetic, personal service, teaching. Boys show more preference for occupations involving travel, movement, physical activity, giving orders or commands. Vocational attitudes of boys change more with age than do those of girls.	6
1937	Garth, T. R., & Garth Jr, T. R. (1937). The personality of Indians. <i>Journal of Applied Psychology</i> , 21(4), 464-467. doi.org/10.1037/h0060352	269 educated Indian students (10th grade to second year college level) were found to differ significantly (mean score = 5.91) from white college students (score = 4.83) on the Allport A-S test. 101 white males were definitely more assertive (score = 6.44) than Indian males (score = 4.86), though the 129 white females (score = 5.48) did not differ significantly from the Indian females (score = 4.81). Considered as a group, the whites were more assertive than the Indians.	16

1937	Omwake, L.(1937). A study of sense of humor: its relation to sex, age, and personal characteristics. Journal of Applied Psychology, 21(6), 688-704. doi.org/10.1037/h0055199	Approximately 600 high school and college students were asked to rate themselves on various points with reference to their sense of humor and to rank 12 jokes from best to poorest; they were free to indicate any which lacked a point. The results show that: (1) no one joke was consistently marked "best" or "poorest"; (2) each joke was marked pointless by at least one student (only one-third of the subjects marked "pointless" the joke designed to be pointless); (3) adolescent boys showed a greater liking for the "shady" joke than did the girls of the same age and older college students; (4) several jokes showed consistently higher ratings by the older group; (5) there was a tendency for students to rate themselves high on possession of a sense of humor, only 1% rating themselves below average; (6) every joke was ranked "best" and "poorest" by at least one student who ranked himself very superior in sense of humor; (7) the rank given to the "shady joke" was raised or lowered by a positive or negative mental attitude toward "shady" jokes.	0
1938	Canady, H. G. (1938). Sex differences in intelligence among negro college freshmen. Journal of Applied Psychology, 22(4), 437-440. doi.org/10.1037/h0058012	The A.C.E. psychological examination was administered to 637 men and 669 women at West Virginia State College from 1931 to 1937. The total scores revealed no significant sex difference in terms of range, highest and lowest scores, means, medians, standard deviations, or variability. In the sub-tests, the men were significantly superior in completion and arithmetic, and the women in artificial language.	29
1938	Eagleson, O. W. (1938). A racial comparison of personality traits. Journal of Applied Psychology, 22(3), 271-274. doi.org/10.1037/h0058908	The Bernreuter personality inventory was administered to 100 white college girls and 100 negro college girls. The inventory was scored for the 4 Bernreuter scales and the 2 Flanagan scales, and the differences between the means of the 2 groups were investigated for reliability. The only reliable difference obtained was the tendency for the negro girls to score higher than the white girls in self-sufficiency. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	8
1939	Crissy, W. J. E., & Daniel, W. J. (1939). Vocational interest factors in women. Journal of Applied Psychology, 23(4), 488-494. doi.org/10.1037/h0057541	The Thurstone centroid factorial procedure was applied to the intercorrelations between the scores made by women on the Strong vocational interest blank. Both differences and similarities could be noted between the factors which can account for the interests of women and those presented by Thurstone to account for the interests of men.	7
1940	Seder, M. (1940). The vocational interests of professional women. Part I. Journal of Applied Psychology, 24(2), 130. doi.org/10.1037/h0058558	"Analysis of the scores of two groups of professional women on the Vocational Interest Blank and the Vocational Interest Blank for Women and of the scoring keys for these two blanks shows that the interests of men and women engaged in the same occupation tend to be similar."	23
1940	Stevens, R. B. (1940). The attitudes of college women toward women's vocations. Journal of Applied Psychology, 24(5), 615-627 .doi.org/10.1037/h0056983	Women college students rated occupations according to their contribution to society, financial return, and social prestige. Differences in rating according to occupation of parents and place of residence are discussed. A correlation of .42 was found between probable and preferred vocation.	6
1941	Fay, P. J., & Middleton, W. C. (1941). Indirect measurement of listeners' preferences for men and women commercial announcers. Journal of Applied Psychology, 25(5), 558-572. doi.org/10.1037/h0057938	"Men are preferred [as announcers] for advertising any of the products commonly advertised by radio, irrespective of the sex of the consumers to whom the products appeal."	20
1942	Beckham, A. S. (1942). A study of social background and music ability of superior Negro children. Journal of Applied Psychology, 26(2), 210-217. doi.org/10.1037/h0054822		
1942	Beckham, A. S. (1942). A study of social background and art aptitude of superior Negro children. Journal of Applied Psychology, 26(6), 777-784. doi.org/10.1037/h0056017		4

1942	Bennett, G. K., & Cruikshank, R. M. (1942). Sex differences in the understanding of mechanical problems. <i>Journal of Applied Psychology</i> , 26(2), 121-127. doi.org/10.1037/h0055322	Bennett's Test of Mechanical Comprehension, Form AA, was given to 390 girls and 338 boys of comparable age and education from the 10th to the 13th grade. The mean scores for the boys were much higher than those for the girls. No item was found easier for the girls but in several items the sex differences were small.	4
1942	Boynton, P. L., & Woolwine, R. D. (1942). The relationship between the economic status of high school girls and their vocational wishes and expectations. <i>Journal of Applied Psychology</i> , 26(4), 399-415. doi:10.1037/h0054192	On the basis of information supplied by the subjects, 2361 high school girls, 13-19 years old, from the southern or southeastern region, were divided into 4 economic groups. The girls stated their first and second occupational preferences and expectations. 13 occupations (stenography, nursing, teaching, marriage, beauty parlor work, clerical work, music, dietetics, journalism, medicine, commercial art, dress designing, air stewardess) received 87% of the first choices. 84% of the girls of the lowest economic group gave first choice to one of the first 7 occupations, as compared with 57% of the girls of the highest economic group. Conversely only 4% of the former expressed preference for one of the last 6 occupations as compared with 23% for the latter. The former tend more "to fall into a kind of predictable vocational pattern" than the latter.	10
1942	Fay, P. J., & Middleton, W. C. (1942). Relationship between sales ability and ratings of the transcribed voices of salesmen. <i>Journal of Applied Psychology</i> , 26(4), 499-510. doi.org/10.1037/h0061082	Transcriptions were made of the voices of 14 salesmen from a large men's store and 15 saleswomen from a large department store, each subject reading two scripts, each of which had a reading time of about 25 seconds. Three groups of judges, consisting of 45, 35, and 56 psychology students, rated the voices on one of three traits: enthusiasm, convincingness, or sales ability. Reliability coefficients of the voice ratings ranged from .53 to .80. For the salesmen, rank difference coefficients of correlation between sales ability as rated by the management and voice ratings were approximately zero. For the saleswomen, correlations of -.54, -.47, and -.32 are reported between sales cost (ratio between salary and sales) and voice ratings for sales ability, convincingness, and enthusiasm, respectively. Both salesmen and saleswomen were divided into a superior and an inferior group, and the mean voice ratings were found for each group for the three traits rated. The differences between means were found to be in favor of the superior group in all cases; these differences ranged from .34 to .97 scale points on a scale with a range of 7 points.	31
1943	Wallen, R. (1943). Sex differences in food aversions. <i>Journal of Applied Psychology</i> , 27(3), 288-298. doi.org/10.1037/h0058180	"By means of a check-list the food aversions of 308 females and 237 males were determined. Comparison between the sexes lead to the following conclusions: 1. Considerable uniformity exists between the sexes in the extent to which various foods are disliked. 2. For a small proportion of items, reliable differences exist in the extent to which males and females report aversions. 3. In most cases where sex differences occur, a larger proportion of females than of males dislike the food. 4. The differences found in our data can be accounted for by assuming social pressures exist which force males to repeat experiences with disliked foods but which permit females to retain habits of rejection."	11
1944	Link, H. C. (1944). The tenth nation-wide social experimental survey. <i>Journal of Applied Psychology</i> , 28(5), 363. doi.org.ezproxy.rice.edu/10.1037/h0062797	Interviewing procedures and techniques used by the Psychological Corporation in their tenth social survey are described. Five thousand interviews were conducted by 412 interviewers and 121 local supervising psychologists. Trends in public opinion and some evaluation of the findings are included under sample questions and tabulation of answers. Among the general topics discussed are race and class prejudice, wages and cost of living, free enterprise vs. government control, 1944 election results, and postwar pessimism.	27
1944	Thornton, G. R. (1944). The effect of wearing glasses upon judgments of personality traits of persons seen briefly. <i>Journal of Applied Psychology</i> , 28(3), 203-207. doi.org.ezproxy.rice.edu/10.1037/h0055862		4
1945	Portenier, L. G. (1945) Mechanical aptitudes of university women. <i>Journal of Applied Psychology</i> , 29(6), 477-482. doi.org/10.1037/h0058332	The Detroit Mechanical Aptitude Examination and the Ohio State University Psychological Test were administered to 425 women students of the University of Wyoming. The mean percentile on the O.S.U. test was found to be somewhat above average, and the median and mean scores on the Detroit were above average on all of the subtests. Various subtest correlations and other analyses indicate to the author that mechanical aptitude is not a special ability, but is, rather, a complex of skills derived from the social milieu.	91

1945	Sumner, F. C., & Shaed, D. L. (1945). Negro-white attitudes towards the administration of justice as affecting Negroes. <i>Journal of Applied Psychology</i> , 29(5), 368-377. doi:10.1037/h0063424	A questionnaire of 56 items was completed by 1,099 persons (246 white college students, 660 Negro college students, 42 white adults, and 151 Negro adults). Negro and white attitudes correlated highly. Resemblance was found to be greater between college students than between noncollege adults; highest correlations were found between responses of Negro college males and females (.95), and the lowest between Negro college females and white college females (.76).	2
1947	Link, H. C. (1947). The psychological barometer of public attitudes. <i>Journal of Applied Psychology</i> , 31(2), 129-139. doi.org/10.1037/h0062945	This survey, representing the opinions of a cross section of the urban population in 124 towns and cities, involved 5,000 individuals questioned by 460 interviewers under the direction of 121 psychologists. The answers of these people to 7 questions (of 30 developed during pilot studies) on Americanism are reported. The questions or issues follow: (1) are unions and the closed shop good Americanism? (2) should all races have equal job opportunities?	1
1947	Tiffin, J., Parker, B. T., & Habersat, R. W. (1947). The analysis of personnel data in relation to turnover on a factory job. <i>Journal of Applied Psychology</i> , 31(6), 615-616. doi:10.1037/h0055949	In an optical manufacturing company, the personnel records of 27 employees who were on the job after 9 months of employment (Long Tenure Employees) and 60 employees who left the job in less than 3 months (Short Tenure Employees) were studied. Under present conditions, the data indicate that employees should be sought who are at least 30 years old, have not finished over 10 years of formal schooling, are married, and have at least one dependent.	2
1950	Prothro, E. T., & Perry, H. T. (1950). Group differences in performance on the Meier Art Test. <i>Journal of Applied Psychology</i> , 34(2), 96-97. <a href="http://dx.doi.org/10.1037/h0053994">http://dx.doi.org/10.1037/h0053994</a>	The revised Meier Art Judgment Test was given to 410 Louisiana high school and college students. White students had higher scores than Negroes, college students were higher than high school students, but there were no significant sex differences.	15
1950	Smith, A. J. (1950a). Menstruation and industrial efficiency. I. Absenteeism and activity level. <i>Journal of Applied Psychology</i> , 34(1), 1-5. doi:10.1037/h0054869	96 women in aircraft, parachute, and garment factories were used to study the relationship between the menstrual cycle and activity level and absence rate. The results indicated that: (1) there were no discernible changes in activity level in any of the factories; (2) in the parachute factory, there were low menstrual absence rates, but high post-menstrual rates; (3) in the aircraft factory, no significant trend; (4) in the garment factory, high menstrual absences, but low premenstrual. Possible explanations of the results are discussed.	14
1950	Smith, A. J. (1950b). Menstruation and industrial efficiency. II. Quality and quantity of production. <i>Journal of Applied Psychology</i> , 34(3), 148-152. doi:10.1037/h0055413	86 women in the aircraft and garment industries were observed to determine the relationships between various phases of the menstrual cycle and industrial efficiency as measured by quality and rate of production. Differences in daily quality of production were small and not related to the menstrual cycle. All of the analyses of production rate except two revealed no statistically significant differences occurred. They appeared to be the result of situational determinants rather than menstrual function.	25
1951	Britton, J. H., & Britton, J. O. (1951). Factors in the return of questionnaires mailed to older persons. <i>Journal of Applied Psychology</i> , 35(1), 57-60.	Two studies of differences between respondents and non-respondents to mailed questionnaires are presented. One deals with retired Y.M.C.A. secretaries, the other with retired school teachers. Attributes investigated were: age, date of retirement, age at retirement, years of service, type of work, population of town of residence, geographical mobility, and sex.	7
1952	Bowers, W. H. (1952). An appraisal of worker characteristics as related to age. <i>Journal of Applied Psychology</i> , 36(5), 296. doi.org/10.1037/h0063103	Data which were obtained from the personnel records of 3162 workers, age 18 to 76, included age, date of hiring, and appraisals by foremen concerning competence. The appraisals included some 300 terms, and from these a basic list was drawn of 8 abilities, 8 character traits, and 4 common faults. A table is presented showing the net percentages of men and women in each age group who had been mentioned by foremen as having each trait. A major conclusion of the study was that most of the older workers were considered competent on the job and compared favorably with younger workers in the organization.	14
1952	Fulk, B. E., & Harrell, T. W. (1952). Negro-White Army test scores and last school grade. <i>Journal Of Applied Psychology</i> , 36(1), 34-35. doi:10.1037/h0061935	Scores for Negroes and Whites on the Army General Classification Test in World War II were obtained from part of the Air Force Service Command. The White sample includes 2174 scores, the Negro sample 2010 scores. They are compared in terms of the means, the standard deviations, and the per cent of overlap. The groups were subdivided in terms of school grade completed and comparisons made at each level. Results show that mean scores of Whites exceed those of Negroes at each level. The rosters which provided the data contained no indication of the soldier's place of birth or home address, consequently no information concerning possible differences due to regional origin or quality of schooling can be derived.	28

1952	Keenan, V., & Kerr, W. A. (1952). Unfair employment practices as viewed by private employment counselors. <i>Journal of Applied Psychology</i> , 36(6), 361-364. doi.org/10.1037/h0061201	A sample of 201 private employment agency counselors in the Chicago area was requested by mail to cooperate in a study of unfair employment practices (22% cooperated). Conclusions drawn from the replies include: The ethnic group which bears the severest brunt of job discrimination is the Negro; 84% of the counselors report extreme difficulty in their placement "even if qualified." The second cluster of ethnic groups in order of job discrimination experience includes the Mexicans and Orientals. Religious discrimination is directed largely against the Jews. Discrimination is reported as specifically apparent in at least one-third of the job orders received by the private agency counselors. A majority of counselors responding believe unfair employment practices to be deliberate company policy.	17
1952	Tuckman, J., & Lorge, I. (1952). Attitudes toward older workers. <i>Journal of Applied Psychology</i> , 36(3), 149-153. doi.org/10.1037/h0061650	The purpose of this study was to investigate the extent to which graduate students subscribe to the commonly held beliefs about older workers. A questionnaire of 51 statements was administered to 147 graduate students (92 men and 55 women) enrolled in a course on the psychology of the adult at Teachers College. The data showed that there is considerable acceptance of erroneous ideas about older workers. The study indicates there is a need for more data to prove or disprove the prejudices and misconceptions about the skills, abilities and personality characteristics of the older worker. (	4
1952	Wendland, L. V. (1952). Employment prognosis of the post-poliomyelitic. <i>Journal of Applied Psychology</i> , 36(5), 328-332. doi:10.1037/h0056514	There were 151 post-poliomyelitic subjects in this study, all of them charity patients under 21 years old when tested. Findings included: (1) About 90% of the males and 43% of the females are employed outside of the home. (2) About 25% of the males and 10% of the females are owners of business establishments. (3) The median weekly income for males is approximately \$74, for females approximately \$60. (4) About 55% of the females and 35% of the males require some form of prosthesis. Neither serious physical involvement nor the need for prosthesis seems to be a major factor for those subjects who are at present unemployed.	62
1953	Drake, L. E. (1953). Differential sex responses to items of the MMPI. <i>Journal of Applied Psychology</i> , 37(1), 46. doi.org/10.1037/h0056699	A 43-item key was constructed which differentiated between male and female undergraduate students. A test-retest (group form vs. card form) reliability of .80 was obtained. It is concluded that sex is an important factor in establishing criterion groups, especially for scale construction of this type of inventory.	2
1953	Stanley, J. C. (1953). Study of values profiles adjusted for sex and variability differences. <i>Journal of Applied Psychology</i> , 37(6), 472-473. doi.org/10.1037/h0055943	To make possible the construction of intra-individual profiles on the Allport-Vernon Study of Values, a centile table is presented, calculated on the published norms, showing the percentile equivalents for men and women separately for scores on each of the six scales of the test. Cautions in the use of the table are pointed out.	6
1954	Comrey, A. L., & Deskin, G. (1954). Group manual dexterity in women. <i>Journal of Applied Psychology</i> , 38(3), 178-180. doi.org/10.1037/h0057347	To determine the extent to which group performance could be predicted from knowledge of the performance of the group's members, 60 pairs of university women were first given six individual trials on a modified Purdue Pegboard task, and then six trials in which the members of the pair worked together. For each pair, the 'high' and 'low' scorer (on the individual trials) was identified, and correlations were calculated between the 'high' score, the 'low' score, the difference score, and the score for the pair on the second set of trials. These results are compared with previous results from men students. "The most important fact which emerges... is that a surprisingly small proportion of the total variance on the group-performance task can be predicted... [from the individual-performance scores]... "	2
1954	Washburne, N. F., & Andrew, D. C. (1954). Relation of scholastic aptitude to socioeconomic status and to a rural-to-urban continuum. <i>Journal of Applied Psychology</i> , 38(2), 113-115. doi.org/10.1037/h0055601	The study was an attempt to identify factors that might bias performance on a college aptitude test. For a group of 100 southern white college freshmen, three measures were collected: ACE Psychological Examination scores, scores on a socioeconomic status scale, and scores on a residence history scale. No significant correlation was found between scholastic aptitude and socioeconomic status. A significant low (.245-.308) correlation was found between residence history and scholastic aptitude, students with more urban backgrounds tending to earn higher scholastic aptitude scores.	13
1955	Jerdee, T. H. (1966). Work-group versus individual differences in attitude. <i>Journal of Applied Psychology</i> , 50(5), 431-433. doi.org/10.1037/h0023851	To determine the relative magnitude of group and individual differences in job attitudes, responses to a 20-item Likert-type attitude scale were obtained from 190 employees, sampled from 38 work groups in 3 manufacturing plants. The hypothesis that the work groups did not differ in job attitudes was tested by an analysis of variance. The observed work-group differences in attitudes were not significant, and the lowest and highest work-group means in each of the 3 plants were not significantly far apart. In these 3 plants, at least, the more appropriate unit for administrative action or for research study on employee attitudes seems to be the individual, not the work group.	0

1955	Kaess, W. A., & Witryol, S. L. (1955). Memory for names and faces: A characteristic of social intelligence? Journal of Applied Psychology, 39(6), 457-462. doi.org/10.1037/h0042019	The Memory for Names and Faces picture subtest of the George Washington University Social Intelligence Test and a miniature social situation testing the association of spoken names with human subjects... were administered to 210 Ss... [under] three conditions of set and non-set... to evaluate the consequences of preparatory instructions upon the social recall task performances... The relationships between the social recall tasks are small (about .30) but statistically significant... Sex differences favoring females on both social recall tasks are highly significant.	7
1955	Strong, E. J. (1955). Are medical specialist interest scales applicable to Negroes? Journal of Applied Psychology, 39(1), 62-64. doi:10.1037/h0041819	Interest scores of 60 Negro seniors from Harvard University Medical College are contrasted with the scores of [a sample of] 150 white seniors... the differences between the two racial groups are small, taking everything into ACCOUNT... There is no warrant for assuming that the medical specialist interest scales are not applicable to Negroes.	31
1956	Maher, H. (1956). Age of nominator and scores assigned nominees of various ages. Journal of Applied Psychology, 40(1), 55-56. doi.org/10.1037/h0040146	"By correlation analysis of the nomination scores assigned to 402 supervisory employees of various ages by higher level nominators of various ages, the possibility of age-on-age bias in an operating situation has been investigated. Although other investigators have found biases of attitudes of one age group towards another, operationally, bias as here defined was not found. Thus correlations between age of those nominated and nomination scores did not differ significantly or systematically among four nominator age groups. For these data, no 'battle of the ages' has appeared to add to the usual rating difficulties."	4
1957	Greenberg, H., Chase, A. L., & Cannon Jr, T. M. (1957). Attitudes of white and Negro high school students in a west Texas town toward school integration. Journal of Applied Psychology, 41(1), 27-31. doi.org/10.1037/h0045971	1. Authoritarian attitudes... were not indicative of negative attitudes toward integration. 2. Negro students... show highly authoritarian attitudes as well as strong positive attitudes toward all areas of school integration. 3. White students in the segregated school systems studied show high authoritarianism though less than Negro students. 4. White students show a number of positive attitude responses toward many aspects of school integration, thus easing the expressed fear of widespread interracial conflicts in integrated schools in this area, though problems may arise in situations necessitating close personal-social contact."	2
1957	Mollenkopf, W. G. (1957). An easier 'male' mechanical test for use with women. Journal of Applied Psychology, 41(5), 340-343. doi:10.1037/h0047599	Examination of mechanical test data for male and female recruits suggested that a more valid test for use with enlisted women in the Navy might be constructed with items concerned with 'male' mechanical activities, but at a difficulty level appropriate for female recruits. By selecting on the basis of item characteristics, 52 items were chosen from the 100 in the Basic Test Battery Mechanical Test. Using as a criterion the scores from the Breech Block Performance Test (a measure of ability to learn mechanical-motor skills), the validity of the new 'easier' 52-item test was found to be .47 as compared with .39 for the original 100-item test."	24
1958	Greenberg, H., & Hutto, D. (1958). The attitudes of West Texas College students toward school integration. Journal of Applied Psychology, 42(5), 301-304. doi.org/10.1037/h0045971		
1958	Griew, S., & Tucker, W. A. (1958). The identification of job activities associated with age differences in the engineering industry. Journal of Applied Psychology, 42(4), 278-282. doi:10.1037/h0048289	Approachestojobstudypreliminarytomodificationof industrial equipment for use of older workers are discussed." 2 broad areas evolved from study of young and old groups: existence of redundant controls and scalar indicators upon machine tools, and stooping and closeness of attention.	4
1958	Walker, K. F. (1958). A study of occupational stereotypes. Journal of Applied Psychology, 42(2), 122-124. doi:10.1037/h0045472	124 college students checked 5 of a list of 112 adjectives that best described members of each of 10 occupational groups. The correlation between degree of stereotypy (index based on frequency of adjective choices) and order of preference for the occupations was 0.79.	21

1959	Berdie, R. F. (1959). A femininity adjective check list. <i>Journal of Applied Psychology</i> , 43(5), 327-333. doi.org/10.1037/h0046747	An adjective check list scale was developed to provide an easily obtainable index of psychological masculinity-femininity. The derived scale was based on 61 items included in a list of 148 adjectives. Only a minute or two is required to check the list by most Ss. The index substantially distinguishes between groups of male and female college freshmen, and between a group of homosexual men and male college freshmen. The nonunitary character of the scale is revealed by low intrascale correlations. The higher test-retest reliability and the higher interscale correlations suggest that the index is reliable enough for the kinds of group research for which it was developed. The scale is not presented as an instrument to be used for purposes of individual diagnosis. (PsycINFO Database Record (c) 2012 APA, all rights reserved)	23
1959	Lana, R. E. (1959). A further investigation of the pretest-treatment interaction effect. <i>Journal of Applied Psychology</i> , 43(6), 42-422. doi.org/10.1037/h0043857	What effect does a pretest have on a study of an attitude-treatment when the topic is of great concern to the Ss? Segregation and vivisection were the topics in comparing pretest-treatment interaction. 224 college students plus 100 others were used as Ss. "Apparently, an attitudinal pretest has no effect on the reception of a succeeding persuasive communication within the limits of involvement of S with the topical continuum represented by vivisection... at one point and ethnic prejudice at another."	29
1959	Stoltz, R. E. (1959). Subordinates' perceptions of the productive engineer. <i>Journal of Applied Psychology</i> , 43(5), 306-310. doi:10.1037/h0039888	How do beginning engineers perceive engineers they term "productive?" Ss were 80 male, 3rd year engineering students employed ½ of each year full time in industry. The Productive Behavior Checklist (Stoltz) was used. A t ratio was used to compare productive and nonproductive sets of ratings. A description of the "stereotype of the productive engineer" was developed: (a) "The productive engineer is seen as a versatile person, intelligent, with good analytical reasoning ability." (b) He is very interested in his work. (c) "The producer is seen as having a high degree of independence needs and initiative, again chiefly within the job area, and with a definite orientation toward accepting responsibility." (d) "The subordinates see the producer as having the ability to capably administer his own work and the work of others, but as not being particularly fond of administrative work."	19
1959	Uhr, L. (1959). Sex as a determinant of driving skills: Women drivers. <i>Journal of Applied Psychology</i> , 43(1), 35. doi:10.1037/h0042596	"An auto driver's behavior was judged either dangerous or safe in an unusual, stressful, but relatively safe situation. This behavior was found to be related to the driver's sex at the 0.00001 level of confidence." Dangerous incidents were usually associated with females.	6
1960	Athey, K. R., Coleman, J. E., Reitman, A. P., & Tang, J. (1960). Two experiments showing the effect of the interviewer's racial background on responses to questionnaires concerning racial issues. <i>Journal of Applied Psychology</i> , 44(4), 244-24. doi.org/10.1037/h0043697		
1960	Rickard, T. E., Triandis, H. C., & Patterson, C. H. (1960). Indices of employer prejudice toward disabled applicants. <i>Journal of Applied Psychology</i> , 47(1), 52-55. http://dx.doi.org/10.1037/h0041815		
1961	Kaess, W. A., Witryol, S. L., & Nolan, R. E. (1961). Reliability, sex differences, and validity in the leaderless group discussion technique. <i>Journal of Applied Psychology</i> , 45(5), 345-350. doi:10.1037/h0043681		
1962	Dejung, J. E., & Kaplan, H. (1962). Some differential effects of rater and ratee on early peer ratings of combat aptitude. <i>Journal of Applied Psychology</i> , 46(5), 370-374. doi.org/10.1037/h0048376		



1963	Rickard, T. E., Triandis, H. C., & Patterson, C. H. (1963). Indices of employer prejudice toward disabled applicants. <i>Journal of Applied Psychology</i> , 47(1), 52-55. doi.org/10.1037/h0041815
1963	Triandis, H. C. (1963). Factors affecting employee selection in two cultures. <i>Journal of Applied Psychology</i> , 47(2), 89-96. doi:10.1037/h0049334
1964	Hulin, C. L., & Smith, P. C. (1964). Sex differences in job satisfaction. <i>Journal of Applied Psychology</i> , 48(2), 88-92. doi:10.1037/h0040811
1965	Anderson, H. E. (1965). A factorial study of the female form of the SVIB. <i>Journal of Applied Psychology</i> , 49(4), 270-273. doi.org/10.1037/h0022395
1965	Barban, A. M., & Grunbaum, W. F. (1965). A factor analytic study of Negro and white responses to advertising stimuli. <i>Journal of Applied Psychology</i> , 49(4), 274-279. doi.org/10.1037/h0022454
1965	McCall, J. N. (1965). "Masculine striving" as a clue to skilled-trade interests. <i>Journal of Applied Psychology</i> , 49(2), 106-109. doi.org/10.1037/h0021904
1966	Parker, A. W. (1966). Career and marriage orientation in the vocational development of college women. <i>Journal of Applied Psychology</i> , 50(3), 232-235. doi:10.1037/h0023408
1967	Bloom, R., & Barry, J. R. (1967). Determinants of work attitudes among Negroes. <i>Journal of Applied Psychology</i> , 51(3), 291-294. doi:10.1037/h0024687
1969	Dubin, J. A., Osburn, H., & Winick, D. M. (1969). Speed and practice: Effects on Negro and white test performances. <i>Journal of Applied Psychology</i> , 53(1), 19-23. doi.org/10.1037/h0026844

1969	Harmon, L. W. (1969). Predictive power over ten years of measured social service and scientific interests among college women. <i>Journal of Applied Psychology</i> , 53(3), 193-198.		
1969	Hinrichs, J. R. (1969). Correlates of employee evaluations of pay increases. <i>Journal of Applied Psychology</i> , 53(6), 481-489. doi:10.1037/h0028655		
1969	McKeachie, W. J. (1969). Interaction of achievement cues and facilitating anxiety in the achievement of women. <i>Journal of Applied Psychology</i> , 53(2), 147-148. doi:10.1037/h0027089		
1969	Megargee, E. I. (1969). Influence of sex roles on the manifestation of leadership. <i>Journal of Applied Psychology</i> , 53(5), 377-382. doi:10.1037/h0028093		
1970	Nolting, Earl Jr.; Journal of Applied Psychology, Vol 54(2), Apr, 1970 pp. 120-127.	A longitudinal study of the SVIB using 316 female graduates of the University	4
1970	Grant, Donald L.; Bray, Douglas W.; Journal of Applied Psychology, Vol 54(1, Pt.1), Feb, 1970 pp. 7-14.	Test validation data for telephone company installation and repair occupations are presented. Criteria used are proficiency measures obtained from a Learning Assessment Program (LAP), which is described. The samples consist of employees, 211 minority and 219 nonminority, of five geographically spread telephone companies. Five aptitude tests were administered at or immediately following employment. The 5s went through the LAP prior to obtaining on-the-job experience. Test scores were correlated with the proficiency measures and the coefficients for minority and nonminority 5s compared. All of the tests are significantly predictive of success in the LAP, and correlation coefficients for the two samples are comparable. Regression equations for the two samples were also compared. The slopes are nearly identical, though the intercepts differ. Implications of the findings are discussed.	47
1970	Williamson, Thomas R.; Karras, Edward J.; Journal of Applied Psychology, Vol 54(4), Aug, 1970 pp. 343-346.	Thirty-four female clerical workers ranked 10 job characteristics in order of importance for self, importance for same sex, and importance for opposite sex. The 10 job characteristics were taken from Herzberg, Mausner, & Snyderman and represented 5 motivators and 5 hygienes. The results of these rankings were compared with the results obtained in two similar studies which used college females to rank the same 10 job characteristics. The results of this comparison showed a basic difference between the two different female groups with the college females ranking motivators significantly higher for "self" than the female clerical workers. This difference is explained in terms of the college females' greater need for self-actualization and greater anticipation of opportunities for advancement, higher responsibilities, and the other motivators	19

1970	Wild, Ray; Journal of Applied Psychology, Vol 54(2), Apr, 1970 pp. 157-162.	Two thousand one hundred and fifty-nine female workers and 236 female ex-workers associated with several British electronics firms were given a forced-choice questionnaire and unstructured interview, to investigate their attitudes to various aspects of their jobs. Twenty-one percent of the present workers and 36% of the ex-workers expressed overall dissatisfaction with their jobs, which were of a highly rationalized type. An analysis of their responses indicated the overriding importance of the actual work done as a determinant of job dissatisfaction. An analysis of the reasons for leaving given by the exworkers indicated that voluntary labor turnover resulted mainly from job dissatisfaction.	62
1971	Fenelon, James R.; Megargee, Edwin I.; Journal of Applied Psychology, Vol 55(4), Aug, 1971 pp. 353-358.	The question of whether racial differences influence the manifestation of dominance (Do) was investigated by pairing black and white women who were high and low on the California Psychological Inventory Do scale and having them interact in a task in which one had to lead and the other follow. Groups were constituted of the following pairs of college women: (a) high- and low-Do whites—Group 1; (6) highand low-Do blacks—Group 2; (c) high-Do white and low-Do blacks—Group 3; and (d) high-Do blacks and low-Do whites—Group 4. The rate of leadership assumption by the high-Do white women paired with the low-Do black women in Group 3 was significantly lower than the rate of leadership assumption by the high-Do 5s in the other groups. Analysis of the decision-making process suggested that this stemmed from the reluctance of the high-Do white girls to assume leadership over the low-Do black girls coupled with increased assertiveness on the part of the low-Do black girls when paired with a white partner.	54
1972	Lirtzman, Sidney I.; Wahba, Mahmoud A.; Journal of Applied Psychology, Vol 56(5), Oct, 1972 pp. 406-411.	Vinacke and associates' hypothesis that women adopt an "accommodative" or anticompetitive strategy related to sex role is challenged. An expectancy model of coalition formation (CEU) explains the coalition formation of women, and there are no differences in strategies adopted between men and women that are related to sex role. An experiment involving female triads in competitive situations under uncertainty is described. The findings support the predictions of CEU as against anticompetitive strategy ( $x^2$ , $p < .001$ ). The implications of the results for general coalitional behavior in organizations, and with respect to the role of women in complex organizations, are discussed.	30
1972	Boehm, V. R. (1972). Negro-white differences in validity of employment and training selection procedures: Summary of research evidence. Journal of Applied Psychology, 56(1), 33.	Thirteen recent research studies dealing with Negro-white differences and similarities in the validity of employment and training selection procedures are examined. One hundred of the 160 validity coefficients computed in this research are not significant for either Negroes or whites, indicating the need for validation prior to operational use. The valid coefficients rarely differ in degree of validity for Negroes and whites with significant differences being found only in seven instances. Statistical significance of validity coefficients for one group and not the other occurs in 33 instances. These instances of single-group validity appear to be related to the use of ratings rather than more objective measures as criteria and to the use of small samples. The combination of ethnic groups yields lower validity than for either group separately on only 3 out of 120 instances. Overall, there is very little evidence of differential validity, and single-group validity appears linked to the methodology of the study.	72

1972	Richards, S. A., & Jaffee, C. L. (1972). Blacks supervising whites: A study of interracial difficulties in working together in a simulated organization. <i>Journal of Applied Psychology</i> , 56(3), 234.	Interracial difficulties of blacks and whites working together, when blacks are in a supervisory position over whites, were investigated. Forty-five groups of male undergraduates were supervised by blacks, and 45 groups were supervised by whites. In each group, two subordinates played a business game with either a black or a white supervisor and were observed by two white Os. The results indicated that (a) the performance ratings of black supervisors were significantly poorer than those of white supervisors; (6) subordinates supervised by blacks behaved differently than subordinates supervised by whites, and some of these behaviors appeared to hinder the effectiveness of the black supervisor; and (c) subordinates with negative racial bias gave poorer ratings to black supervisors than subordinates with liberal racial attitudes.	49
1972	Slocum, John W.; Strawser, Robert H.; <i>Journal of Applied Psychology</i> , Vol 56(1), Feb, 1972 pp. 28-32.	This study compares the need satisfaction of black employees with other employees in the accounting profession. Porter's need satisfaction questionnaire was used to collect the data from 87 black and 131 other Certified Public Accountants. The findings indicate that black CPAs generally report more need deficiency in all items than do their counterparts. In both groups of professionals, the self-actualization and compensation needs were the most deficient.	68
1973	Bass, A. R., & Turner, J. N. (1973). Ethnic group differences in relationships among criteria of job performance. <i>Journal of Applied Psychology</i> , 57(2), 101.	A study was conducted to investigate racial discrimination and differential bias in criterion measures for black and white tellers in a large bank. Six supervisory ratings, and four objective criteria were obtained. Results indicated that mean differences between black and white employees on the criterion measures were generally small, and most differences that were statistically significant were reduced to nonsignificance when the effects of age and job tenure were removed. However, further analyses showed that the white supervisors based their evaluations of subordinates on objective data for black employees considerably more than they did for white employees. The results were discussed in terms of implications for criterion measurement and personnel selection.	53
1973	Kipnis, D., Silverman, A., & Copeland, C. (1973). Effects of emotional arousal on the use of coercion between black and union employees. <i>Journal of Applied Psychology</i> , 57(1), 38.	It was predicted that situations capable of inducing negative affective states among supervisors would promote the use of coercion by supervisors. Firstline supervisors described an incident in which they used delegated powers to correct subordinate behavior. Analysis of these incidents revealed that supervisors used more coercion with black than white subordinates, and with union than nonunion subordinates. It is assumed that in both instances, heightened emotional responses caused by prejudice in the case of black subordinates and resistance to orders in the case of union members induced the use of coercion.	18
1973	McGuire, F. L. (1973). The nature of bias in official accident and violation records. <i>Journal of Applied Psychology</i> , 57(3), 300.	Since many studies in accident research derive criteria from official records, the existence of systematic biases in these files could have profound implications. A comparison of the driving records and interview responses of 2,797 people demonstrate that accident and citation frequency are grossly underrecorded and that biases exist by sex, age, occupation, and race.	29

1973	Schein, V. E. (1973). The relationship between sex role stereotypes and requisite management characteristics. <i>Journal of Applied Psychology</i> , 57(2), 95.	300 24-64 yr old male middle managers rated either women in general, men in general, or successful middle managers on 92 descriptive terms. Results confirm the hypothesis that successful middle managers are perceived to possess characteristics, attitudes, and temperaments more commonly ascribed to men in general than to women in general. There was a significant resemblance between the mean ratings of men and managers, whereas there was no resemblance between women and managers. Examination of mean rating differences among women, men, and managers on each of the items disclosed some requisite management characteristics which were not synonymous with the masculine sex-role stereotype. Implications of the demonstrated relationship for organizational behaviors are discussed.	1180
1973	Schmidt, F. L., Berner, J. G., & Hunter, J. E. (1973). Racial differences in validity of employment tests: Reality or illusion?. <i>Journal of Applied Psychology</i> , 58(1), 5.	Tested the fit of data on single-group validity of 19 employment tests to a statistical model assuming equal true validities for blacks and whites. For both subjective and objective criterion measures, observed frequencies of both kinds of single-group validity (significant for whites but not for blacks and vice versa) were not significantly different from those predicted by the null differences model. These findings cast serious doubt on the existence of single-group and differential validity as substantive phenomena. It is concluded that psychologists concerned with the applicability of employment tests to minority groups should direct their future efforts to the study and determination of test fairness rather than to the problem of racial differences in test validity. (20 ref) (PsycINFO)	101
1973	Hall, Douglas T. Gordon, Francine E. ; <i>Journal of Applied Psychology</i> , Vol 58(1), Aug, 1973. pp. 42-48.	Conflicts, pressures, and satisfactions associated with three career options available to married women were studied. The options are full-time employment, part-time employment, and being a full-time housewife. The main hypothesis, that satisfaction would be related to the extent to which women actually did what they ideally prefer to do, was supported in the case of housekeeping and volunteer activities but not for full-time or part-time employment. Role involvements and conflicts were generally greater for workers than housewives, although full-time workers differed greatly from part-timers and were the most satisfied of the three groups.	235
1973	O'Reilly, Charles A. Roberts, Karlene H. ; <i>Journal of Applied Psychology</i> , Vol 57(3), Jun, 1973. pp. 295-299.	Job satisfaction response patterns were examined for white and nonwhite females across three occupational levels. Three of the most frequently used job satisfaction measures (Job Description Index, GM Faces Scale, Brayfield-Rothe job satisfaction index) were employed. The results of the study suggest that the frame of reference one brings from his culture or subculture influences the way he perceives his job and those facets of it which are satisfying and dissatisfying.	86
1973	Rosen, Benson Jerdee, Thomas H. ; <i>Journal of Applied Psychology</i> , Vol 57(1), Feb, 1973. pp. 44-48.	This investigation examined the way sex-role stereotypes—perceptions and expectations of what is appropriate behavior for males and females—influence evaluations of male and female supervisory behavior. Undergraduate students and bank supervisors were asked to read one of six versions of a supervisory problem (with either a male or female supervisor and with either male, female, or mixed subordinates) and to evaluate the effectiveness of four supervisory styles. Results indicated that sex-role stereotypes do influence evaluations of supervisory effectiveness for some, but not all of the supervisory styles. Findings are discussed in terms of the potential negative consequences of sex-role stereotypes for supervisory behavior.	238
1973	Schmidt, Frank L. Johnson, Raymond H. ; <i>Journal of Applied Psychology</i> , Vol 57(3), Jun, 1973. pp. 237-241.	The effect of race on peer ratings was examined in an industrial sample which was approximately 50% black and which had recently been exposed to training in human relations. Contrary to results in previous studies, no race effect was found. In addition, almost all the requirements for convergent and discriminant validity between the races were met. Possible explanations for these results and implications for the use of peer ratings in integrated settings were discussed.	48

1973	Waag, Wayne L. Halcomb, Charles G. Tyler, Dolores M. ; Journal of Applied Psychology, Vol 58(2), Oct, 1973. pp. 272-274	Two hundred and twenty males and 220 females monitored a visual display for a duration of 1 hour. Although the results indicated females to be poorer monitors, detecting 10% fewer signals and committing more false alarms, these sex differences accounted for only 4% of the variance of detection performance and less than 1% of the variance of the false alarm measure.	12
1973	Feldman, Jack ; Journal of Applied Psychology, Vol 58(1), Aug, 1973. pp. 16-22.	Two hypotheses derived from locus-of-control and expectancy theory were tested: (a) Black and/or unemployed men would perceive weaker relationships between working and positive and negative outcomes than white and/or working class, (b) Black and/or unemployed men would perceive stronger relationships connecting not working with the same set of outcomes. Instrumentality ratings were gathered from 200 black and white working-class and unemployed men as part of a larger interview. Significant multivariate race, economic class, and interaction effects occurred for both types of ratings, but the direction of effects was not as predicted. Black subjects saw stronger relationships between working and various outcomes than whites, and positive—compared to whites' negative—instrumentalities of unemployment. The economic-class main effects were opposite in direction for blacks and whites, and the largest differences occurred between the black and white working class. Results were discussed in terms of experiential differences and shifts in levels of adaptation.	14
1973	Feldman, Jack M. ; Journal of Applied Psychology, Vol 58(1), Aug, 1973. pp. 10-15.	Two hypotheses derived from need hierarchy theory were tested: (a) Black and/or unemployed men would value material job outcomes more highly than white and/or working-class men. (b) Evaluation X instrumentality of work for material outcomes would correlate more highly with evaluation of work for the black and/or unemployed than for the white and/or working-class samples. The evaluation and instrumentality of 15 job outcomes, working, and being unemployed were gathered from black and white, working-class and hard-core unemployed men in the course of a larger interview. Significant race, social class, and interaction effects occurred, but the direction of the differences was not exactly as predicted. Correlational analyses likewise did not support the hypotheses. Results were discussed in terms of experiential differences leading to differences in the perception of work and unemployment	20
1974	Feldman, Jack; Journal of Applied Psychology, Vol 59(2), Apr, 1974 pp. 179-186.	Four hypotheses, derived from a combination of instrumentality-expectancy theory and the concept of a nonresponsive environment for the hard-core unemployed, were tested. It was expected that (a) the hard core would perceive weaker normative pressures to seek work; (b) perceived normative pressure would have lower correlations with intentions to seek work in the hard-core samples than in the working-class samples; (c) the attitude toward each of five specific job-seeking behaviors would independently predict intended frequency of performance of each behavior; and (d) an instrumentality approach would predict intended frequency of each behavior less well in the black and the hard-core samples than in the white and the workingclass groups. Results partially supported Hypotheses 1 and 2; partially reversed Hypothesis 3; and did not support Hypothesis 4. Data were interpreted as supporting the concept of white working-class alienation.	18

1974	Gordon, F. E., & Hall, D. T. (1974). Self-image and stereotypes of femininity: Their relationship to women's role conflicts and coping. <i>Journal of Applied Psychology</i> , 59(2), 241.	The relationships of self-image, the female image of a feminine woman, and the female perception of the man's image of a feminine woman to role conflicts, coping behavior, satisfaction, and happiness in a sample of 229 college-educated women were explored and were found to be related. The woman's perception of the male's stereotype of femininity was the best predictor of various types of conflicts experienced. The woman's style of coping with conflict was a function of her self-image. Self-image was also associated with satisfaction and happiness. The impact of male stereotypes on women's conflicts was discussed in terms of current social definitions of women's roles.	66
1974	Kelly, R. M., & Farber, M. G. (1974). Identifying responsive inner-city policemen. <i>Journal of applied psychology</i> , 59(3), 259.	Police responsiveness was assessed via a technique identifying positive and negative attitudes of policemen towards inner-city residents. Analysis of some demographic characteristics of the most positive (responsive) and most negative (nonresponsive) groups revealed that race was the most important distinguishing variable between them. Evaluations of the behavior of these officers by their immediate superiors supported the assumption that police in the positive group are rated higher than those in the negative group.	7
1974	Pfeifer, C. M., & Schneider, B. (1974). University climate perceptions by black and white students. <i>Journal of Applied Psychology</i> , 59(5), 660.	Differences in black student and white student perceptions of university climate were examined at an integrated university. Factor analyses of a US-item university climate questionnaire were performed in racial subgroups. Five factors were extracted for whites and six for blacks. Two racism factors appeared in the black sample, while only one racism factor appeared in the white sample. There were consistent and significant differences on the factor scales between the two races, with blacks perceiving the university climate more negatively.	24
1974	Smith, P. C., Smith, O. W., & Rollo, J. (1974). Factor structure for blacks and whites of the Job Descriptive Index and its discrimination of job satisfaction. <i>Journal of Applied Psychology</i> , 59(1), 99.	The Job Descriptive Index was administered to civil service whites (217), blacks (107), and predominantly white bank employees (110). The purposes were to extend convergent and discriminant validity, to compare factor structures for blacks and whites, to search for a general factor, and to check the discriminability of items for three disparate groups. The 72 item scores were factor analyzed. Factors for five scales, work pay, promotion, supervision, and co-workers were found for two or three groups with the exception of the supervision scale which split into two factors for all groups. Item means discriminated among the three groups as predicted from their known situations	65
1974	Gitter, A. George Altavela, Julie Mostofsky, David I. ; <i>Journal of Applied Psychology</i> , Vol 59(1), Feb, 1974. pp. 96-98.	A 2 X 3 X 3 design (subject's sex and religion and job incumbent's ethnic group) with 30 repeated measures (occupations) was used to investigate the perceived magnitude of (a) ascription (race, social class, and other accidents of birth), (b) actual achievement (real performance), and (c) gilded achievement (appearance of performance simulated by prevarication, "throwing the bull," etc.) in 30 occupations. Results indicated that actual achievement was perceived to be far more important than either ascription or gilded achievement, and the incumbent's ethnic group significantly influenced this perception. No significant effects were reported for the subject's sex or religion.	2

1974	Gordon, Michael E. Arvey, Richard D. Daffron, William C. Umberger, Dennis L. ; Journal of Applied Psychology, Vol 59(3), Jun, 1974. pp. 253-258.	The impact of mathematics instruction on the measured numerical competence of a class of 80 black and 83 white trainees was investigated at a successful manpower development project. The California Achievement Testjunior high school level—was administered at successive six-week intervals over a six-month period of time. The results revealed a significant Race X Training interaction which indicated that the whites profited more from the instruction than did the blacks. These findings imply that racial differences in measured mathematical competence are not reduced by training but may in fact be increased. The provision of equal educa	3
1974	Hamner, W. Clay Kim, Jay S. Baird, Lloyd Bigoness, William J. ; Journal of Applied Psychology, Vol 59(6), Dec, 1974. pp. 705-711.	This investigation examined the way the sex and race of the rater and the sex and race of the ratee influence assessments of ratee performance on a simulated work-sampling task. Undergraduate students ( $n = 36$ ) were asked to assume the role of a manager and rate all eight combinations of male-female and black-white performers. Results indicated that sex-race stereotypes do influence assessments of behavior on a work-sampling task even when objective measures are denned. Findings are discussed in terms of potential methods for overcoming these biases in order to use more effectively the work samples for selection and promotion decisions.	218
1974	Korman, Abraham K. ; Journal of Applied Psychology, Vol 59(2), Apr, 1974. pp. 239-240	The purpose of the research was to construct and to validate two knowledge tests at different occupational levels as disguised measures of civil rights attitudes. Results indicated that there is a significant relationship between knowledge of civil rights events, attitudes toward civil rights, and membership in groups concerned with civil rights affairs. These findings seem sufficiently promising to justify further research.	1
1974	Rosen, B., & Jerdee, T. H. (1974). Influence of sex role stereotypes on personnel decisions. Journal of Applied Psychology, 59(1), 9.	Used an in-basket exercise to investigate the influence of sex role stereotypes on the personnel decisions of 95 male bank supervisors. 4 experiments (in-basket items) were conducted in which an employee's sex and other situational attributes were manipulated. Results confirm the hypothesis that male administrators tend to discriminate against female employees in personnel decisions involving promotion, development, and supervision. Discrimination against male employees was found in personnel decisions involving competing role demands stemming from family circumstances. Features of the decision-making process which heighten the influence of sex role stereotypes on personnel decisions are discussed	288
1974	Rosen, Benson Jerdee, Thomas H. ; Journal of Applied Psychology, Vol 59(4), Aug, 1974. pp. 511-512.	This experiment investigated the influence of sex role stereotypes on evaluations of candidates for managerial positions. Subjects were 235 undergraduate business students. Findings confirmed that sex role stereotypes influence evaluations of applicants and selection decisions. Male applicants were accepted more frequently than were equally qualified females, and were evaluated more favorably on general suitability, potential for long service and potential for fitting in well in the organization. Also supported was the hypothesis that job demands have differential effects on evaluations of male and female applicants. Lowest acceptance rates and poorest evaluations were given female applicants for "demanding" managerial positions.	224
1975	Weaver, C. N., Holmes, S. L., & Glenn, N. D. (1975). Some characteristics of inaccessible respondents in a telephone survey. Journal of Applied Psychology,60(2), 260.	Evidence from two recent national opinion surveys casts doubt on the hypothesis that sex role socialization results in lower reported work satisfaction among females who have full-time jobs compared to those who keep house full time.	56



1975	Weaver, Charles N. ; Journal of Applied Psychology, Vol 60(4), Aug, 1975. pp. 438-441.	Data from two recent national opinion surveys were used to compare the job preferences of black and white workers. It was found, large!}' in contrast to previous findings, that blacks are more likely to prefer high income and less likely to prefer work which is important and gives a feeling of accomplishment. These differences were consistent within a number of subgroups.	24
1975	Frank, L. L., & Hackman, J. R. (1975). Effects of interviewer-interviewee similarity on interviewer objectivity in college admissions interviews. Journal of Applied Psychology, 60(3), 356.	The effects of interviewer-interviewee similarity on college admissions officers' liking for and bias toward applicants were examined. The data were analyzed separately for three different officers to test the degree to which the effects of interviewer-interviewee similarity were consistent across different interviewers. Results showed that for one interviewer there was no relationship between interviewer-interviewee similarity and either liking for or bias toward applicants; for another the relationships were low positive; and for a third there were strong positive relationships between similarity and interviewer favorableness toward applicants. The results call into question the generality of the proposition that similarity between interviewers and interviewees leads to favorable interviewer judgments.	63
1975	Friedman, H. H., & Goldstein, L. (1975). Effect of ethnicity of signature on the rate of return and content of a mail questionnaire. Journal of Applied Psychology, 60(6), 770.	Of 1,200 travel agents sent a questionnaire dealing with topics of current interest to them and signed by either a Jewish, Hispanic, or ethnically unidentifiable name, 770 responded. It was hypothesized that if ethnic bias existed it would be reflected in significantly different rates of return and/or by significantly different responses. Analysis of data suggests that the ethnicity of the signature has no significant effect either on the respondents' returning of the questionnaire or on the content of their responses.	12
1975	Baker, Larry D. DiMarco, Nicholas Scott, W. E. ; Journal of Applied Psychology, Vol 60(1), Feb, 1975. pp. 28-32.	A laboratory study investigated the effect of sex and level of authoritarianism of those in a supervisory role on the reinforcement of blind and sighted workers. Use of a factorial design, with authoritarianism and sex of subjects and vision of workers as the factors, revealed that blind workers were rewarded significantly more than sighted workers for identical performance and that no significant main effects occurred for level of authoritarianism and sex. No significant two- or three-way interactions were found. Although sex and level of authoritarianism affected attitudes toward the blind, they did not appear to affect reinforcement behavior.	11
1975	Cohen, Stephen L. Bunker, Kerry A. ; Journal of Applied Psychology, Vol 60(5), Oct, 1975	Job recruiters (N — ISO) from two university placement offices were asked to evaluate relevant employment materials on one hypothetical job applicant (male or female) for either a male-oriented (personnel technician) or femaleoriented (editorial assistant) position to make a hiring decision. Results indicated that hiring decisions were not influenced independently by the applicant's sex or position for which he/she was applying, but rather by the interaction of the two variables. That is, significantly more females than males were recommended for hiring for the editorial assistant position, while significantly more males were recommended for the personnel technician job. Post hoc analyses revealed different trait patterns attributed to applicants recommended for hiring based on their sex-job role congruence. Implications for further research relating to personnel-related decisions are provided.	234

1975	Dipboye, Robert L. Fromkin, Howard L. Wiback, Kent ; Journal of Applied Psychology, Vol 60(1), Feb, 1975. pp. 39-43.	College students ( $n = 30$ ) and professional interviewers ( $n \sim 30$ ) rated and ranked bogus resumes on suitability for a managerial position. Applicant sex, physical attractiveness, and scholastic standing were systematically varied in the resumes. A $2 \times 2 \times 2 \times 3$ repeated measures analysis of variance on the ratings yielded four significant main effects ( $p < .05$ ), while the same analysis on the rankings yielded three significant main effects ( $p < .05$ ). Students rated applicants more favorably than professionals. Both groups preferred males to females, attractive applicants to unattractive applicants, and applicants of high scholastic standing. The latter variable accounted for the greatest proportion of variance. However, internal analyses of the rankings revealed sex and physical attractiveness	472
1975	Gross, Alan L. Su, Wen-huey ; Journal of Applied Psychology, Vol 60(3), Jun, 1975. pp. 345-351.	A general selection model for selecting minority and majority applicants is described. The procedure consists of assigning utilities or losses to the "consequences" of selection decisions and deriving acceptance scores which maximize (minimize) the expected utility (loss). The question of "unfair" selection arises when applicants do not agree with the institution's utility (loss) assignment. Five recently proposed models of fair selection are viewed in terms of an expected loss model and are shown to be procedures which implicitly assign loss values. It is concluded that utility (loss) values are always present in a selection problem, whether assigned explicitly or implicitly. Further, since applicants will probably never agree on a utility structure there cannot be a universal, fair, selection procedure.	77
1975	Hall, Douglas T. Mansfield, Roger ; Journal of Applied Psychology, Vol 60(2), Apr, 1975. pp. 201-210.	Changing career experiences of professional engineers and scientists were examined in 1967 ( $n = 290$ ) and 1969 ( $n = 90$ ). Both age and seniority were related to (a) amount of various needs, (b) aspirations for needs, (c) importance of needs, (d) satisfaction with needs, (e) the self-image, (f) organizational climate, (g) job challenge, (h) job involvement, (i) intrinsic motivation, (j) perceived performance, and (k) perceived effort. On the basis of these correlations, one-way analyses of variance between each variable and the different age groups, and rank orders for different age groups, it was concluded that career stages (early, middle, and late) did exist with different variables characterizing different stages. Implications of these career stages are discussed. The	204
1975	Moses, Joseph L. Boehm, Virginia R. ; Journal of Applied Psychology, Vol 60(4), Aug, 1975. pp. 527-529	Data concerning current management level at the end of 1973 were obtained for 4,846 women assessed between 1963 and 1971. Performance at the assessment center was strongly related to subsequent promotions into management and advancement within management. The distribution of the women's assessment ratings was very similar to a corresponding distribution for men assessed using the same techniques. The assessed dimensions (e.g., organizing and planning, decision making, and leadership) relating most strongly to subsequent management level were the same for men and women. Assessment-center methods appear valid for the selection of women managers and do not result in the promotion of proportionately fewer women assessees.	90

1975	O'Connor, Edward J. Wexley, Kenneth N. Alexander, Ralph A. ; Journal of Applied Psychology, Vol 60(3), Jun, 1975. pp. 352-355.	Thirteen studies, including 1,291 white and 1,308 black subjects, were examined with regard to single-group validity. Each study employed approximately equal sample sizes for both the black and the white samples. Results indicated that the significance of validity coefficients was independent of racial group membership for the entire sample of studies, $X^2(1) = 1.03, p > .30$ . Further, the significance of the validity coefficients remained independent of racial group membership for studies employing only subjective criteria, $X^2(1) = 1.26, p > .25$ , and for studies employing only objective criteria, $X^2(1) = .22, p > .50$ . The findings provide clear and direct confirmation of Schmidt, Bcner, and Hunter's 1973 results demonstrating the nonexistence of true single-group validity.	30
1975	Petty, M. M. Lee, Gordon K. ; Journal of Applied Psychology, Vol 60(5), Oct, 1975. pp. 624-628.	Employees (N = 165) of an academic institution described their supervisors with the Supervisory Behavior Description and completed the Job Descriptive Index. Correlations between supervisory leadership and subordinate satisfaction were examined for four subgroups: female supervisor, male subordinates; male supervisor, female subordinates; male supervisor and subordinates; and female supervisor and subordinates. For all groups, subordinates with supervisors higher in consideration displayed greater satisfaction with work. This relationship was significantly higher for subordinates with female supervisors. Relationships between supervisory structure and subordinate satisfaction were more situational. While most of the relationships between the supervisor's initiating structure and the subordinates' satisfaction were not significant, there was some tendency for male subordinates to have lower satisfaction with female supervisors who were higher in structure	126
1975	Alper, S. William ; Journal of Applied Psychology, Vol 60(1), Feb, 1975. pp. 132-134.	This study assesses the racial differences in rated importance of various work and company characteristics of newly hired college graduates. Responses to survey items asking the newly hired college graduates to rate the importance of several job and company characteristics were factor analyzed. Two factors emerged, the first reflecting a higher order future and growth orientation and the second, a more hygienic job context factor. Results showed both the black and white samples rating the higher order growth characteristics as more important. However, the black sample rated each hygienic/extrinsic item significantly higher than did the white sample.	32
1975	Schein, Virginia E. ; Journal of Applied Psychology, Vol 60(3), Jun, 1975. pp. 340-344.	The relationship between sex role stereotypes and requisite management characteristics among female middle managers was examined. In a replication of a previous study with male middle managers, 167 female middle managers rated either women in general, men in general, or successful middle managers on 92 descriptive terms. As was found with the male sample, the results confirmed the hypothesis that successful middle managers are perceived to possess characteristics, attitudes, and temperaments more commonly ascribed to men in general than to women in general. This relationship between sex role stereotypes and perceived requisite management characteristics was strongest among female managers with limited managerial experience. Male middle	849

1975	Gael, Sidney Grant, Donald L. Ritchie, Richard J. ; Journal of Applied Psychology, Vol 60(4), Aug, 1975. pp. 411-419	Ten pencil-and-paper tests were validated against telephone operator proficiency measured in specially developed job simulations. Job analysis information plus patterns of validity coefficients for a nationwide sample (N — 1,091) working in three different telephone operator jobs indicated that a number of behavioral dimensions were common to all three jobs. Data, therefore, were combined across jobs and analyzed separately for black, Spanish-surnamed, and white operators. A composite of the four maximally predictive tests was significantly predictive of a composite criterion for all ethnic groups, but less so for the Spanish-surnamed. Ethnic regression-line slopes and intercepts differed significantly. The common regression equation generally did not underpredict minority operator proficiency, and a composite test cutoff, considered fair for minority and nonminority applicants is recommended	41
1975	Gael, Sidney Grant, Donald L. Ritchie, Richard J. ; Journal of Applied Psychology, Vol 60(4), Aug, 1975. pp. 420-426	Ten tests of intellectual ability and perceptual speed and accuracy were validated	40
1976	London, M., & Poplawski, J. R. (1976). Effects of information on stereotype development in performance appraisal and interview contexts. Journal of Applied Psychology, 61(2), 199.	The development of stereotypes via information processing was investigated by presenting subjects with information about two groups. The percentage of favorable to unfavorable information and the amount of information were varied prior to ratings of the groups and individual members of the groups. The hypothesis that the distinctiveness in amount and favorability of information would result in differential stereotypes about the two groups was not confirmed. The hypothesis that ratings of individual members of the groups would differ from group perceptions was supported. Sex differences, contrast effects, and factors affecting a rater's overall impression were also found. Implications of the results for personnel practices are discussed. Selection, promotion, and other crucial personnel decisions are frequently made on the basis of an interviewer's or supervisor's impressions. Unfortunately, such judgments are influenced by characteristics of the rater as well as the ratee (cf. Klimoski & London, 1974). One source of systematic error is the stereotype held by the rater. While some stereotypes (e.g., beliefs about ethnic groups) emerge via social learning (Brigham, 1971), others are a result of experience (Zajonc, 1968). In the context of the employment interview, London and Hakel (1974) demonstrated that stereotypes of the "ideal applicant" and "expected typical applicant" could be induced by presenting information to subjects. The present study is a further test of	63

1976	Reeb, M. (1976). Differential test validity for ethnic groups in the Israel army and the effects of educational level. <i>Journal of Applied Psychology</i> , 61(3), 253.	The study examines validities of intelligence test scores for predicting achievement for 7,000 males over a 21-year period of military service in Israel. Specifically, the study examines whether differential test validity occurs in a very heterogeneous population by comparing validities for three ethnic subgroups, namely, those born in Israel, in Western, or in Eastern countries. Considerable differential validity was found. However, within separate educational levels, this effect was largely eliminated. It is suggested that differential ethnic validity, when it occurs, may sometimes be usefully circumvented by using education as a predictor. The theoretical and practical implications are discussed.	14
1976	Bigoness, W. J. (1976). Effect of applicant's sex, race, and performance on employers' performance ratings: Some additional findings. <i>Journal of Applied Psychology</i> , 61(1), 80.	The present study examined the effect of ratee sex and race on rater evaluation when objective performance standards were established. The results indicated that potential employers were able to distinguish clearly between high and low performers. However, additional findings showed the presence of sex and race bias even when objective performance standards had been implemented. While low-performing males and low-performing females were rated nearly identically, high-performing females were rated significantly higher than high-performing males. Low-performing blacks were found to be rated significantly higher than low-performing whites. No significant difference was found between the subjects' ratings of high-performing blacks and whites. The establishment and maintenance of accurate performance ratings is recognized as a central personnel function. However, the (1970; Guion, 1965). Commonly documented problems include the halo effect, errors of leniency, errors of central tendency, recent behavior bias, and low interrater reliability across organizational levels. Although continued research is essential to identify and control the above-mentioned sources of error in performance ratings, recent legislative enactments, Equal Employment Opportunity Commission rulings, and court decisions have encouraged researchers to direct their attention to a recently prominent issue: Do performance ratings exhibit sex and race bias? The present study used a controlled	76
1976	Brief, Arthur P. Oliver, Richard L. ; <i>Journal of Applied Psychology</i> , Vol 61(4), Aug, 1976. pp. 526-528.	It was suggested that previously reported male-female differences in work attitudes were confounded by occupation and organizational level. To test this hypothesis, 52 male and 53 female retail sales managers scaled perceptions of expectancy and the valence and instrumentality of 25 job outcomes. No significant pattern of male-female differences was found. This result indicates that extreme caution should be exercised when making generalizations about sex differences in work attitudes.	105

1976	Bartol, K. M., & Butterfield, D.A. Sex effects in evaluating leaders. Journal of Applied Psychology, 1976,67, 446-454.	This study investigated the extent to which sex role stereotypes influence the evaluation of leadership behavior. Male and female business students were administered one of two versions of a questionnaire containing four stories, each depicting a leadership style based on one of the following leadership dimensions: initiating structure, consideration, production emphasis, and tolerance for freedom. Managers' names were altered in the two versions to indicate males or females. Answers to eight evaluative questions for each of the leadership styles confirmed the hypothesis that sex has an effect on evaluations of managerial behavior, although the effect varied for different leadership styles. Female managers received more positive scores than male managers on the consideration style. Initiating structure behavior was valued more highly when engaged in by male managers. Manager sex had no significant influence on evaluations of the production emphasis and tolerance for freedom styles. Sex of subject effects also were noted on all but the consideration style.	314
1976	Bartol, Kathryn M. ; Journal of Applied Psychology, Vol 61(3), Jun, 1976. pp. 368-370.	This study examined indications that differences in job orientation may be more closely related to professional interests as reflected in one's professional training area than to differences in sex. University students (N =175) subgrouped into three categories (male business majors, female business majors, and female psychology majors) rated the importance of 25 job characteristics comprising three job orientation dimensions: (a) long-term career objectives, (b) comfortable working environment and pleasant interpersonal relationships, and (c) intrinsic job aspects. Male and female business majors differed significantly on the comfortable working environment and pleasant interpersonal relationships dimension; but business majors, regardless of sex, differed significantly from female psychology majors on all three dimensions, thus supporting the use of professional training area as a control variable in research related to sex differences in job orientation,	81
1976	Nevo, Barukh ; Journal of Applied Psychology, Vol 61(1), Feb, 1976. pp. 106-108.	Personal data gathered by the Israeli Biographical Information Inventory were used to predict military success for men (w —390) and women (n — 524). Each sex group was randomly divided into equal keying and replication samples. In the keying samples, correlations between biographical item responses and the criterion of military rank (when released from compulsory service) were examined. Thirteen items, scored on the basis of these correlations, were summed for the subject score. These total scores were then correlated with the criterion. Significant ( $p < .01$ ) positive correlations were found for both sex groups in both the keying and replication samples, although correlations for men were always significantly ( $p < .05$ ) higher.	12

1976	Parker, Warrington S. ; Journal of Applied Psychology, Vol 61(2), Apr, 1976. pp. 140-147	Differences in Jour managerial leadership measures (managerial support, goal emphasis, work facilitation, and interaction facilitation) are investigated among black, white, and Chicano subordinates of black and white supervisors in three industrial plants. The findings are analyzed to determine whether or not the subordinates' reactions to their supervisors on each managerial leadership measure varied with (a) the race of the supervisor, (b) the race of supervisor and subordinates, and (c) the majority or minority numerical status of subordinates in work groups with supervisor of the same or different race. Overall, the results indicate that the behavior of supervisors toward their subordinates is a complex function of (a) the supervisor's own race and role in combination with (b) the race of subordinates and (c) the majority or minority positions of racial groups within the group supervised.	
1976	Rosen, B., & Jerdee, T. H. (1976). The influence of age stereotypes on managerial decisions. Journal of applied psychology, 61(4), 428.	An in-basket exercise was used to investigate the influence of age stereotypes on the simulated managerial decisions of 142 undergraduate business students. A "younger employee" and an "older employee" version were created for each of six in-basket items covering a variety of managerial problems. Results confirmed the hypothesis that stereotypes regarding older employees' physical, cognitive, and emotional characteristics lead to discrimination against older workers. The implications of these findings for older workers' motivation and career satisfaction are discussed, and suggestions are made for organizational change to accommodate the special needs of older workers	277
1976	Rosen, Benson Jerdee, Thomas H. ; Journal of Applied Psychology, Vol 61(2), Apr, 1976. pp. 180-183.	The nature of job-related age stereotypes was investigated. Fifty-six realtors and SO undergraduate business students rated the average 60-year-old person and the average 30-year-old person on 6.1 personal characteristics scored on 4 worker qualification dimensions. The 60-year-old person was rated lower on performance capacity and lower on potential for development; the 30-year-old person was rated lower on stability. \o differences were found for ratings of interpersonal skills. The invalidity of age stereotypes was discussed and the potential danger of age discrimination based on erroneous age stereotypes was suggested.	304
1977	Cash, T. F., Gillen, B., & Burns, D. S. (1977). Sexism and beautyism in personnel consultant decision making. Journal of Applied Psychology, 62(3), 301.	Each of 72 professional personnel consultants rated the suitability of one bogus applicant for selected masculine, feminine, and neuter jobs, and for alternatives to employment. Each resume was identical with the exception of the systematic variation of the applicant's sex and the omission or inclusion of a photo depicting the applicant as physically attractive or unattractive. As predicted, personnel decisions strongly reflected the operation of sex-role stereotypes as well as sex-relevant and sex-irrelevant attractiveness stereotypes. These factors similarly affected consultants' recommendations of alternatives to employment and consultants' causal attributions of applicants' projected occupational successes and failures.	376

1977	Katzell, R. A., & Dyer, F. J. (1977). Differential validity revived. <i>Journal of Applied Psychology</i> , 62(2), 137.	Thirty-one investigations of test validity in samples of black and white workers were analyzed to test null hypotheses that differences in validity between the two ethnic groups do not occur more often than chance expectation, The analyses differed from others recently addressing the same issue by dealing both with single-group validity and differential validity, by including additional data, and by making certain methodological changes. Because of low power and other deficiencies, the accumulated studies cannot furnish an unequivocal test of the issue. However, on the whole, their implications do not disconfirm the null hypothesis regarding chance differences in single-group validity, whereas they do appear to reject it with respect to differential validity. Nevertheless, tests do not consistently work better in one ethnic population .than the other, even though they may function differently in one than the other. Ethnic differences in test validity are not a "pseudoproblem."	47
1977	Haefner, James E. ; <i>Journal of Applied Psychology</i> , Vol 62(3), Jun, 1977. pp. 265-270.	Five-hundred eighty-eight employees from the state of Illinois were interviewed to determine the types of discriminatory feelings that exist in the work environment. Using a 2 X 2 X 2 X 2 repeated measures design, it was found that race, sex, age, and competence were significant forms of discrimination. Employees would prefer not to work with blacks, women, older individuals, or barely competent persons. One significant interaction, sex by competence, was found. Employees made little distinction between barely competent males and females, but in the choice between highly competent males and females, they indicated a clear preference for highly competent males. When the sample was split on the basis of the demographic characteristics of sex, age, and race, it was found that blacks preferred working with other blacks, whereas females preferred working with other females. Older employees indicated that age made no difference in their preference for fellow employees. Job discrimination has usually been associated with racial bars to employment. In recent years, however, the concept of job discrimination has been expanded to include women and older individuals. There may also be a more subtle form of discrimination based upon the competence of the individual seeking	141



1977	Boehm, V. R. (1977). Differential prediction: A methodological artifact?. <i>Journal of Applied Psychology</i> , 62(2), 146.	Thirty-one studies involving the validity of employment and training selection procedures for blacks and whites were examined. Each pair of validity coefficients from these studies was determined to be based or not be based on each of the following desirable methodological practices: (a) use of a total number of 50 or more for both black and white subsamples, (b) use of a criterion for research purposes only, and (c) use of a predictor chosen for its potential relationship to the criterion being predicted. From these data, each study was scored for adherence to the three desirable practices. There was a significant relationship between the validity outcome of the studies and the methodological practices score. In addition, in studies in which some validity was obtained, those whose authors reported the study as supporting the differential validity concept received significantly lower methodological practices scores. It was concluded that reported findings of differential prediction can largely be regarded as methodological artifacts.	80
1977	Brown, H. A., & Ford, D. L. (1977). An exploratory analysis of discrimination in the employment of Black MBA graduates. <i>Journal of Applied Psychology</i> , 62(1), 50.	The black master of business administration (MBA) may be considered one of the more recent additions to the corporate-management work force. However, very little research data is currently available concerning the career patterns of black MBAs. The purpose of the present study was to investigate the extent to which black MBA graduates have experienced access and treatment discrimination in employment opportunities. Questionnaire data were provided by a total of 181 respondents and were compared to findings reported for white MBAs. Results indicated that there are very noticeable differences between the employment progress experienced by black and white MBAs. Other findings were also consistent with recent reports of sex discrimination in employment.	81
1977	Abrahams, N. M., Atwater, D. C., & Alf, E. F. (1977). Unobtrusive measurement of racial bias in job-placement decisions. <i>Journal of Applied Psychology</i> , 62(1), 116.	Unobtrusively gathered historical data documenting recruit-classification decisions made by the U.S. Navy were utilized to determine whether there were significant differences between black and white classification interviewers in their treatment of black and white recruits. The nature of the classification procedure resulted in the essentially random assignment of black and white recruits to black and white classifiers. This permitted a number of interesting comparisons and obviated numerous problems inherent in racial-bias studies. The major hypothesis that black and white classifiers would be differentially biased in their treatment of black and white recruits was not supported. A second hypothesis that classifiers within either racial group would be differentially biased in their treatment of black and white recruits was also not supported.	7

1977	Hunter, J. E., Schmidt, F. L., & Rauschenberger, J. M. (1977). Fairness of psychological tests: Implications of four definitions for selection utility and minority hiring. <i>Journal of Applied Psychology</i> , 62(3), 245.	Expected utility losses in moving from the Cleary through the Thorndike and Darlington No. 3 selection fairness models to the quota model were assessed on an interval scale for various combinations of validity, minority base rate, and selection ratio. Expected changes in minority selection ratios across conditions were also determined. Utility losses were shown to be large enough to be of practical significance in many commonly occurring selection situations, although when considered as a percentage of maximum value, utilities remained quite high for the Thorndike and Darlington models. Increases in minority selection ratios across models were more striking than utility losses. Because no accepted method for converting minority selection ratios to utility units exists, and in light of the fact that the legal status of all four models is as yet unclear, it was concluded that each personnel researcher or organization must consider the trade-off between utility and the minority selection ratio subjectively and choose the model of selection fairness most consistent with his or its values. Four statistical definitions of selection test fairness currently receive most of the attention of psychologists concerned with selection in work organizations and educational institutions. The most widely accepted of these definitions is that of Cleary and Hilton (1968): A test is biased for members of a subgroup of the population if, in the prediction of a criterion for which the test was designed, consistent nonzero errors of prediction are made for members of the subgroup. In other words, the test is biased if the criterion score predicted from the common regression	60
1977	Schmitt, N., & Hill, T. E. (1977). Sex and race composition of assessment center groups as a determinant of peer and assessor ratings. <i>Journal of Applied Psychology</i> , 62(3), 261.	The effects of sex and race composition of assessment center groups on assessment center ratings were evaluated for 54 racially and sexually mixed groups. Results indicated that there were minimal effects as a result of the race-sex composition of the group, but some assessment ratings for black women were negatively and significantly correlated with the number of white males in the assessment group. The ratings of white males tended to be higher when the number of white males in the assessment group increased.	54
1977	Haefner, J. E. (1977). Sources of discrimination among employees: A survey investigation. <i>Journal of Applied Psychology</i> , 62(3), 265.	Two-hundred eighty-six employers from the state of Illinois were interviewed to determine their assessments of hypothetical job candidates with various characteristics. It was found that race of a potential employee was not an important factor in hiring decisions. However, the age, sex, and competence of the potential employee were found to affect decisions. The 25-year-old worker was preferred over the 55-year-old worker; males were preferred over females; and highly competent candidates received a stronger recommendation than barely competent candidates. Employers made little distinction between barely competent males and females and barely competent young and old workers, but for individuals of high competence, males were rated higher than females and younger workers higher than older workers.	40

1977	Dipboye, R. L., Arvey, R. D., & Terpstra, D. E. (1977). Sex and physical attractiveness of raters and applicants as determinants of resumé evaluations. <i>Journal of Applied Psychology</i> , 62(3), 288.	Male and female student "interviewers," classified as either high, moderate, or low on physical attractiveness, evaluated 12 bogus job applicants for whom sex, physical attractiveness, and qualifications had been varied. A 2 X 3 X 2 X 3 X 2 analysis of variance was computed, with the first two variables (interviewer sex and attractiveness) constituting between-group factors, and the last three variables (applicant sex, attractiveness, and qualifications) constituting repeated measures factors. Regardless of interviewer sex and attractiveness, highly qualified applicants were preferred over poorly qualified applicants, male applicants were preferred over female applicants, and attractive candidates were preferred over unattractive candidates. Discrimination in employment decisions was attributed to sex-role and physical attractiveness stereotypes. Research on the interview has brought attention to biases that can limit the interview's validity and reliability as a technique of personnel selection. Recently, Dipboye, Fromkin, and Wiback (1975) added discrimination against physically unattractive candidates to the compendium of interviewer biases when they found that male college recruiters and business students were more willing to hire a physically attractive candidate for a supervisory position than an equally qualified unattractive candidate. Also, male candidates were preferred to female candidates, but contrary to the prediction that female attractiveness would be a more important determinant of interviewer ratings than male attractiveness,	388
1977	Terborg, J. R. (1977). Women in management: A research review. <i>Journal of Applied Psychology</i> , 62(6), 647.	The literature on women in management with attention to the entry of women into business and factors influencing the socialization of women once they have gained entry is reviewed. Data suggest that women's self-perceptions and pressures by vocational counselors serve to inhibit decisions for management careers. Stereotypes as valid explanations for hiring discrimination are questioned, and alternate explanations are provided. The socialization of women in management is reviewed according to a three-stage developmental model that begins with newcomer initiation to social and technological demands of the job and ends with problems experienced by women incumbents. Little data exist in some areas, but it would appear that barriers such as increased role conflict are present. Although the general pattern of results suggests that women are being given increasing opportunities, evidence of both overt and subtler forms of discrimination continues to be reported. Further research is recommended	443

1977	Miner, J. B. (1977). Motivational potential for upgrading among minority and female managers. <i>Journal of Applied Psychology</i> , 62(6), 691.	Comparisons were made between the motivation to manage scores of white male (n = 75), white female (n ~ 36), and minority male (n = 23) managers on the standard Miner Sentence Completion Scale and a special, situation-specific version. These managers were predominantly at the first level and worked for a major automobile manufacturing company in a variety of locations and organizational functions. The results indicated higher motivation to manage scores among minority males but revealed no differences between the scores of white males and white females. Additional analyses provided no support for the view that the higher scores of the minority males might be a consequence of discrimination. The data suggest that minority males might provide a major source of potential talent for upgrading into middle-management levels and above and yield no support for the hypothesis that white female managerial potential for upgrading is less than that of white male managers. Implications for compliance with U.S. Equal Employment Opportunity Commission regulations and for remedying managerial talent shortages are discussed.	36
1977	Garland, H., & Price, K. H. (1977). Attitudes toward women in management and attributions for their success and failure in a managerial position. <i>Journal of Applied Psychology</i> , 62(1), 29.	Male subjects (N = 123) read descriptions of a successful or unsuccessful female manager and then made causal attributions for her success or failure. Attitudes toward women in management were measured with the Women as Managers Scale (WAMS). As predicted, attitudes toward women in management were unaffected by the success/failure descriptions; in the success condition, however, causal attributions were strongly related to subjects' attitudes toward women in management. Specifically, WAMS scores were positively correlated with internal (ability and effort) attributions and negatively correlated with external (luck and easy job) attributions for subjects reading success descriptions. In the failure condition, no significant correlations were found between WAMS scores and causal attributions.	162
1977	Bartlett, C. J., Bobko, P., & Pine, S. M. (1977). Single-group validity: Fallacy of the facts?.	O'Connor, Wexley, and Alexander claimed to have demonstrated the nonexistence of single-group validity. For several reasons this conclusion is unwarranted. First, the hypothesis they tested was insufficient for drawing conclusions about single-group validity. Second, their statistical tests violated the single most important assumption of a chi-square test. Third, an alternative explanation of their results may be a lack of power. Finally, it is argued that any hypotheses regarding the existence of a single-group validity cannot be tested, because single-group validity is a sample, rather than a population, phenomenon. Where single-group validity is found in a sample, further research is necessary in order to draw conclusions about the population.	19

1977	Arvey, Richard D. Passino, Emily M. Lounsbury, John W. ; Journal of Applied Psychology, Vol 62(4), Aug, 1977. pp. 411-416.	<p>Twenty-two males and thirty-five females were given preliminary training on the use of the Position Analysis Questionnaire (PAQ). Subsequently, they used this job analysis instrument to rate the job of administrative assistant presented through a verbal narrative and color slide stimulus format. While all other factors remained constant in the job stimulus conditions depicted, sex of the job incumbent was manipulated by using male and female figures matched on attractiveness and voice quality. Analysis of variance results indicated that although sex of the job incumbent did not influence the PAQ scores, sex of the analyst showed a marginal but consistent effect. Female analysts gave relatively lower PAQ scores to the job than male analysts across 22 PAQ job dimensions regardless of the sex of the job incumbent. The need for replication is stressed.</p> <p>The</p>	91
1977	Glenn, N. D., Taylor, P. A., & Weaver, C. N. (1977). Age and job satisfaction among males and females: A multivariate, multisurvey study. Journal of Applied Psychology, 62(2), 189.	<p>A study of white male and female respondents to three recent national sample surveys reveals, for both sexes, a moderate but consistent positive correlation between age and job satisfaction. The correlation may result from influences associated with aging or cohort membership, or both. Tests, through partial correlation analysis, of one "aging" and one "cohort" explanation yield largely negative evidence. However, the correlation among males seems likely to result to some degree from an increase with aging in extrinsic job rewards.</p> <p>Many studies have shown that among males in the United States, job satisfaction has varied directly with age (e.g., Herzberg, Mausner, Peterson, &amp; Capwell, 1957; Hulin &amp; Smith, 1965; Saleh &amp; Hyde, 1969; Saleh &amp; Otis, 1964). This finding should be useful to personnel managers, employers, and others who would increase job satisfaction, since it identifies young males as an especially appropriate target for morale improvement programs (Herzberg et al, 1957). A similar relationship among females has not been well established, although information on whether or not it exists would be useful for the same reason that data on age and job satisfaction for males are useful (and the potential utility of such information increases as females become a larger proportion of the labor force).</p> <p>Although knowledge of how job satisfaction</p>	151

1977	Heneman, Herbert G. ; Journal of Applied Psychology, Vol 62(4), Aug, 1977. pp. 524-526.	This study examines the effects of applicant sex, test validity, and test score level on the evaluations of an applicant for the job of life insurance agent. College students (N = 144) evaluated a hypothetical job applicant on four dimensions. Analysis of variance results indicated significant test score effects, and significant Test Score X Test Validity and Test Score X Applicant Sex interaction effects. Analysis of the variability in the evaluations suggested that individual differences in the use of sex role stereotypes increased as the test score increased. The underevaluation of the high-scoring female is opposite the results of previous studies. To explain this discrepancy, it was suggested that the direction of sex effects may depend on whether the applicant's qualifications represent inferable or observable indicators of job behavior.	36
1977	Lee, D. M., & Alvarez, K. M. Effects of sex on descriptions and evaluations of supervisory behavior in a simulated industrial setting. Journal of Applied Psychology, 1977, 62, 405-410.	The present study examined the effect of subordinate and supervisor sex on the description and evaluation of supervisory behavior. Sixty-four male and sixtyfour female subordinates participated in a laboratory simulation of an industrial task in which four male and four female supervisors were trained to exhibit specific supervisory behaviors as measured by the Leader Behavior Description Questionnaire (LBDQ). Subordinates described the behavior of the supervisor by means of the LBDQ and evaluated his or her performance on a graphic rating scale. In general, no differences were found in the descriptions and evaluations as a function of the sex of the supervisor, except in the case of one supervisory style (high consideration-high structure). For this style, male supervisors were described as lower in initiating structure than were female supervisors. Additionally, female subordinates described the same supervisors as being higher in consideration than did male subordinates.	80
1977	Matarazzo, Joseph D. Wiens, Arthur N. ; Journal of Applied Psychology, Vol 62(1), Feb, 1977. pp. 57-63.	The 100-item Black Intelligence Test of Cultural Homogeneity (BITCH) and the full Wechsler Adult Intelligence Scale (WAIS) were administered to 17 black (6 female and 11 male) and 66 white (16 female and 50 male) police applicants. The mean age of subjects of the four samples was in the early 20s, and mean education level was 2J years of college. The results revealed considerable overlap in the distributions of individual WAIS Full Scale IQ between the black and white subjects, but two totally nonoverlapping distributions of scores on the BITCH, with not a single white female or male scoring above a single black male or female. The BITCH means were as follows: white females, 60.9; white males, 64.1; black females, 86.7; and black males, 83.9. The corresponding WAIS Full Scale IQ means were 117.2, 117.8, 110.2, and 101.6, respectively. Correlational analyses between the BITCH and each of the 14 WAIS measures revealed no relation between score on the BITCH and score on the WAIS. This lack of concurrent validity for the present form of the BITCH and its lack of adequate ceiling for black applicants presents problems for its use in a program of police selection.	19

1977	Rosen, Benson Jerdee, Thomas H. ; Journal of Applied Psychology, Vol 62(5), Oct, 1977. pp. 628-631.	The influence of subordinate characteristics on use of participative decision strategies was examined by means of a decision exercise administered to 148 business students. Subjects evaluated the extent to which participative decisionmaking strategies were appropriate for work groups of varying job status and minority composition. Results indicated that willingness to use participative approaches is lower when subordinates are lower in job status or are predominately from a minority group. Potential organizational consequences of this tendency are discussed. Work	101
1977	Schmitt, Neal Hill, Thomas E. ; Journal of Applied Psychology, Vol 62(3), Jun, 1977. pp. 261-264.	The effects of sex and race composition of assessment center groups on assessment center ratings were evaluated for 54 racially and sexually mixed groups. Results indicated that there were minimal effects as a result of the race-sex composition of the group, but some assessment ratings for black women were negatively and significantly correlated with the number of white males in the assessment group. The ratings of white males tended to be higher when the number of white males in the assessment group increased.	57
1977	Wall, James A. ; Journal of Applied Psychology, Vol 62(2), Apr, 1977. pp. 208-213	This study investigated the intergroup bargaining behavior and outcomes of mixed-sex groups. A bargaining situation frequently observed in industrial settings (a male union representative bargaining on behalf of a female union constituency negotiated with a female management representative representing male upper management) was simulated in the laboratory to determine if the results of the simulation were consistent with the predictions of bargaining theory and/or with the results observed in an industrial setting. The simulation, utilizing 216 undergraduate males and females, revealed that the bargaining outcomes of mixed-sex groups were consistent with the industrial observation. Specifically, the union representative in the mixed-sex group deadlocked more often with the management representative than did the union representatives in the male or female groups.	7

1978	Hunter, J. E., & Schmidt, F. L. (1978). Differential and single-group validity of employment tests by race: A critical analysis of three recent studies. <i>Journal of Applied Psychology</i> , Vol 63(1), Feb, 1978. pp. 1-11	<p>Three recent studies on the single-group and differential validity hypotheses are critiqued. The single-group validity hypothesis asserts that some tests will be valid for whites but not blacks, and vice versa; the evidence against this hypothesis is now virtually overwhelming. The differential validity hypothesis asserts that some tests will be more valid for one race than the other; the evidence now suggests that this hypothesis will also prove false.</p> <p>In 1973, Schmidt, Berner, and Hunter showed that the available data on singlegroup validity of employment tests by race nicely fit a statistical model built around the assumption that there were no true racial differences in test validity. They concluded that single-group validity was apparently a chance phenomenon. Using a slightly different approach, O'Connor, Wexley, and Alexander (1975) corroborated this analysis. Bartlett, Bobko, and Pine (1977), Boehm (1977), and Katzell and Dyer (1977) have questioned or extended the results of these early studies. The present article is a critique of these three recent studies.</p> <p>The Bartlett, Bobko, and Pine Study The first point that must be addressed is the question of the definition of single-group and differential validity. Boehm (1972) was the first to formally define these concepts. She defined single-group validity as an outcome</p>	60
1978	Bobko, P., & Bartlett, C. J. (1978). Subgroup validities: Differential definitions and differential prediction. <i>Journal of Applied Psychology</i> , Vol 63(1), Feb, 1978. pp. 12-14	<p>It is argued that Hunter and Schmidt, in their 1978 article, have posited population definitions of single-group and differential validity that are inconsistent with accepted sample definitions. It is maintained that the phenomenon of singlegroup validity is theoretically untestable. When single-group validity is found in a sample, both differential validity and the no-differences model are plausible alternatives. Finally, it is noted that subgroup validity analyses have distracted attention from the central issue in test fairness, that is, differential prediction.</p>	26
1978	Boehm, V. R. (1978). Populations, preselection, and practicalities: A reply to Hunter and Schmidt. <i>Journal of Applied Psychology</i> , Vol 63(1), Feb, 1978. pp. 15-18	<p>Three aspects of Hunter and Schmidt's 1978 comments concerning the 1977 Boehm article on differential prediction are discussed. The issues addressed are (a) the sample (versus population) terms in which Boehm's definitions are stated, (b) the issue of data preselection for inclusion in further analysis, and (c) the interpretation of Boehm's 1977 findings of differential validity. Arguments are presented indicating that Hunter and Schmidt's conclusions are both statistically questionable and irrelevant to practical issues involved in differential prediction</p>	8



1978	Katzell, R. A., & Dyer, F. J. (1978). On differential validity and bias. <i>Journal of Applied Psychology</i> , Vol 63(1), Feb, 1978. pp. 19-21	We dispute Hunter and Schmidt's 1978 inference that Katzell and Dyer's 1977 article underestimated Type I bias and overestimated Type II bias in their analysis of studies of ethnic differences in employment test validity. However, because the relative strengths of those biases remain moot and because of theoretical and methodological deficiencies in the available set of studies, we reassert that it is premature to dismiss the issue of differential validity. Furthermore, that issue is not irrelevant to the one of test fairness.	18
1978	Linn, R. L. (1978). Single-group validity, differential validity, and differential prediction. <i>Journal of Applied Psychology</i> , 63(4), 507.	The controversial topics of single-group and differential validity have been the subject of several recent articles in this journal. This article was written in response to the Editor's request for a critique of the issues represented in those articles. In line with the critiques of the originally presented articles, it is argued that differential validity is too narrow a focus. Differential prediction and considerations of bias in selection procedures are more critical issues and require more than a comparison of correlation coefficients.	94
1978	Schmitt, N., Coyle, B. W., & Mellon, P. M. (1978). Subgroup differences in predictor and criterion variances and differential validity. <i>Journal of Applied Psychology</i> , 63(6), 667.	The present study was directed toward determining whether findings of differential validity could be explained by taking account of subgroup differences in predictor and/or criterion variances. The Thorndike equations for restriction in range were used to "correct" subgroup validities for both predictor and criterion for all race and sex subgroup data sets in which subgroup validities and standard deviations were available. The data indicate that corrections for differences in predictor variances have little effect on differences in subgroup validities. Equating criterion variances in those cases in which female validities exceed male validities has the effect of virtually eliminating the difference in validity. It is suggested that findings of differential validity may be due to methodological problems associated with the criteria used, although in the data reported here corrections for differences in variances would increase the difference in male and female validities.	6
1978	Zikmund, W. G., Hitt, M. A., & Pickens, B. A. (1978). Influence of sex and scholastic performance on reactions to job applicant resumé. <i>Journal of Applied Psychology</i> , 63(2), 252.		84

1978	Adams, Edward F. ; Journal of Applied Psychology, Vol 63(3), Jun, 1978. pp. 277-288.	Six black male, eight white female, and ten white male managers were compared using reports of satisfaction (the Job Descriptive Index), perceptions of leadership (Leader Behavior Description Questionnaire Form XII and Perceptions of Supervisor), communication influence, and job problems measures (Role Tension Index and Job Problems) obtained from 406 subordinate supervisors in 24 units of a retail organization. Subordinate supervisors were grouped by ethnicity and sex to investigate whether subgroup effects could be found on the four sets of dependent measures when demographic and organizational influences were removed through multiple regression analyses. Systematic subordinate effects for sex were found on all sets of dependent measures using multivariate analyses of variance; subordinate ethnicity effects were minimal. When black males and white females were each compared with white male managers, no effects on satisfaction or job problems were found related to managers. Black male and white female managers were perceived as exhibiting more consideration behavior than white male managers. Several explanations for higher consideration of minority managers are offered.	64
1978	Wertheim, Edward G., Cathy S. Widom, and Lawrence H. Wortzel. "Multivariate analysis of male and female professional career choice correlates." Journal of Applied Psychology 63, no. 2 (1978): 234.	Personality, aptitude, achievement, and social-demographic characteristics of graduate students in four professional degree programs were investigated in a comparative multivariate analysis of the correlates of professional career choice. One hundred and seventy-three male and 175 female first-year graduate students in two traditionally male fields (law and management) and two traditionally female fields (education and social work) completed an extensive questionnaire. The results confirmed the central hypothesis of the study: Differences across careers for each variable were greater than differences between the sexes within careers. In contrast to previous findings, no significant sex differences were found in assertiveness, locus of control, or Machiavellianism. Sex differences were primarily confined to the variables relating to psychological masculinity/femininity and sex role attitudes. The limitations of the current design were noted, and it was stressed that these findings are correlational in nature. Preexisting dispositions and attitudes may be the best predictors of professional career choice, although it is equally possible that these attitudes and attributes are adopted after people have made their career choices (i.e., during graduate school). In the past, social scientists	70
1978	Haccoun, Dorothy M. Haccoun, Robert R. Sallay, George ; Journal of Applied Psychology, Vol 63(1), Feb, 1978. pp. 124-127	Three different supervisory styles (directive, rational, or friendly) portrayed by male versus female supervisors were rated by 30 male and 30 female nonmanagement personnel. Subjects evaluated the effectiveness of, and their satisfaction with, the various styles portrayed as though they were the subordinates. The directive style was rated least favorably when it is displayed by female supervisors. Results indicate that nonmanagement employees' sex role stereotypes merit further investigation. Also, a contingency view of leadership should take into account that the sex of subordinate and of supervisor jointly suggest the appropriate supervisory style.	73

1978	Schwab, Donald P., and Herbert G. Heneman. "Age stereotyping in performance appraisal." <i>Journal of Applied Psychology</i> 63, no. 5 (1978): 573.	Thirty-two personnel specialists evaluated written performance descriptions of four secretaries. The fourth secretary was a target whose age (24 or 61 years) and job experience (5 years or less than 6 months) were experimentally manipulated in a 2 X 2 factorial design. Age of participant was also measured and dichotomized at the median (33). Each secretary was evaluated on six dimensions. Evaluations of the first three secretaries were combined into a composite (mean) for each performance dimension in order to permit control for potential differences in relative leniency among participants. For each dimension, evaluations of the target were regressed on the composite, on main and interaction effects involving age and job experience of the target, and on the age of the participant. There were four significant effects due to the composite, no significant main effects due to age and job experience of target, and one significant main effect for age of participant. However, the Age of Target X Age of Participant interaction effects were significant in three instances. Participants above (below) the median age provided lower (higher) evaluations to the 61-year-old target than to the 24-year-old target. Implications of these results for understanding past, and conducting future, research are discussed.	60
1978	Cascio, Wayne F. Valenzi, Enzo R. ; <i>Journal of Applied Psychology</i> , Vol 63(1), Feb, 1978.	Job performance measures consisting of 35 objective indices and ratings on eight behaviorally anchored rating scales (BARS) were available for 79S nonminority and 147 minority police officers. Eight of the 35 objective measures, plus age and job tenure, were used as predictors of the sum of the eight BARS. Identical predictor sets validly forecast supervisory ratings in both minority and nonminority groups when age and tenure were included and also when they were excluded ( $p < .01$ in all analyses). Unit weights were inferior to regression weights in both groups. We concluded that supervisory ratings were linearly predictable from objective performance indices for both minority and nonminority subordinates, a finding that comports with civil rights legislation and recent U.S. Supreme Court decisions.	59
1978	Buchholz, R. A. (1978). An empirical study of contemporary beliefs about work in American society. <i>Journal of Applied Psychology</i> , 63(2), 219.	The underlying concepts or beliefs people hold about work were studied by first developing a conceptual framework consisting of five different belief systems. The framework was operationalized by developing a questionnaire that used individual belief statements as items in a 5-point, Likert-type format. The subjects surveyed were 340 blue-collar and white-collar workers from the Pittsburgh, Pennsylvania, area and 72 union leaders and 366 top managers from the Minneapolis-St. Paul, Minnesota, area. Subsequent multivariate analysis revealed that differences in beliefs exist in relation to job or position, age, sex, race, and education. Top management is not in favor of participative management structures ; young people are more work ethic oriented than other age groups. Females and blacks show strong feelings of being exploited. Education is related to a weakened commitment to traditional beliefs and to the organization.	200

1978	Kryger, B. R., & Shikiar, R. (1978). Sexual discrimination in the use of letters of recommendation: A case of reverse discrimination. <i>Journal of Applied Psychology</i> , 63(3), 309.	Possible sexual discrimination was examined in the use of letters of recommendation. Eight different letters of recommendation (male or female writer, male or female applicant, favorable or unfavorable letter) were written for applicants applying for a management (trainee) position. A mailed questionnaire along with one version of the letter was sent to 128 male personnel managers. An analysis of variance was computed on the 75 usable responses to the questionnaire. Female applicants were preferred over male applicants in terms of proceeding with an interview, thus demonstrating a case of reverse discrimination. In addition, managers judged female applicants to have more initiative and responsibility and greater ability to learn quickly than male applicants. The sex of the writer had no significant main effect on the dependent variables, but entered into several interesting interactions.	45
1979	Holahan, C. K., & Gilbert, L. A. (1979). Interrole conflict for working women: careers versus jobs. <i>Journal of Applied Psychology</i> , 64(1), 86.	The present study compared role conflict experienced by career and noncareer women. Subjects were 26 noncareer and 15 career women with bachelors degrees employed full-time at a large state university, all of whom were married and had children. The subjects responded anonymously to a questionnaire containing six scales that measured the potential conflict between pairs of major life roles. The roles were worker, spouse, parent, and self as a self-actualizing person. Contrary to prediction, greater role conflict was reported by the noncareer group than the career group. Differences between the groups were found in two role conflict areas in which the self role was paired with a family role. When the effect of spouse support was controlled for, these differences were no longer found. Implications of these findings for working women are discussed.	162
1979	Rosen, B., & Mericle, M. F. (1979). Influence of strong versus weak fair employment policies and applicant's sex on selection decisions and salary recommendations in a management simulation. <i>Journal of Applied Psychology</i> , 64(4), 435.	The consequences of fair employment policy statements for managerial selection decisions and salary recommendations were examined in the context of a decision simulation. Two independent variables, strength of fair employment policy statement and applicant's sex, were manipulated in alternate versions of a decision exercise. Participants, 67 male and 11 female municipal administrators, reviewed a hypothetical job description, a statement regarding the organization's equal employment opportunity policy, and a resume from a male or female job applicant, and then made selection decisions and salary recommendations. Strong and weak policies were equally effective in counteracting sex bias in selection decisions; however, lower starting salaries were recommended for females compared to males in the strong fair employment policy condition. Findings are discussed within Brehm's reactance theory framework.	53

1979	Ash, R. A., Levine, E. L., & Edgell, S. L. (1979). Exploratory study of a matching approach to personnel selection: The impact of ethnicity. <i>Journal of Applied Psychology</i> , 64(1), 35.	A matching procedure for selection of clerical personnel, based on task and working condition preferences of applicants, was studied for the impact of ethnicity and stability over time. The impact of ethnicity was examined among a sample of 200 White, 200 Black, and 200 Hispanic applicants, by comparing task/condition preferences with ethnicity. Although a number of statistically significant relationships between task/condition preferences and ethnicity were observed, the magnitude of effect of ethnicity on preferences for singular job conditions and tasks seemed to be near zero in most cases. The data reported here tentatively suggest that the matching procedure might produce little adverse impact in operational use. In the stability study, 71 applicants for state clerical jobs completed a Clerical Job Condition and Task Preference Schedule at two different times. The preference schedule is more stable for applicants with previous clerical work experience, and tends to be more stable for White as opposed to Black and Hispanic applicants.	8
1979	Newman, J., & Krzystofiak, F. (1979). Self reports versus unobtrusive measures: Balancing method variance and ethical concerns in employment discrimination research. <i>Journal of Applied Psychology</i> , 64(1), 82.	This research compares the results obtained from two different data collection methods employed in a very sensitive topic area: a study of the impact of affirmative action pressures on the recruitment practices of organizations. In the first study, bogus resumes portraying work and educational experiences of two racially different applicants were sent to 240 employment managers of companies with affirmative action programs. These data were collected unobtrusively (i.e., subjects were not aware of the experimental manipulation). In a second study, another sample of 240 employment managers was drawn from the same population and asked to provide self-reports about employment action they would take if the two bogus resumes represented actual applicants. The two different data collection methods revealed strikingly different employment action techniques. Employment managers who provided self-reports were prone to treat the two applicants equally and somewhat more favorably in their employment decisions. In contrast, employment managers who were unaware of their role in the study tended to make more employment decisions based on the race of the job applicant.	29
1979	Mai-Dalton, Renate R. Feldman-Summers, Shirley Mitchell, Terence R. ; <i>Journal of Applied Psychology</i> , Vol 64(2), Apr, 1979. pp. 221-226	Sixty-two male and 60 female banking executives participated in a study in which they read a scenario describing a male or female banking manager who coped with a job-related conflict situation in either an unemotional, calm manner or an emotional, angry manner. Participants' evaluations of the manager were analyzed using a 2 (male/female participant) X 2 (unemotional, calm/emotional, angry behavior) X 2 (male/female manager) analysis of variance. Unemotional, calm behavior was evaluated as more effective and appropriate than emotional, angry behavior. However, an emotional, angry woman was evaluated more favorably than her male counterpart. Male and female executives indicated that the calm stimulus person, regardless of gender, would have a greater chance of promotion than the angry stimulus person.	21

1979	Powers, Peter A. Andriks, Joyce L. Loftus, Elizabeth F. ; Journal of Applied Psychology, Vol 64(3), Jun, 1979. pp. 339-347.	In two experiments, college students looked at a series of slides depicting a wallet snatching (Experiment 1) or a fight (Experiment 2) and then took a multiple-choice test of accuracy for the details of that incident. One day later, they read a version of the incident that for some of them contained misleading information about certain objects in the scene. Finally, a test was administered to measure the extent to which the misleading information was incorporated into the subject's recollections. The major results of interest concerned sex differences: Women were more accurate and more resistant to suggestion about female-oriented details, whereas men were more accurate and resistant to suggestion about male-oriented details. This result is related to the general tendency for accuracy on a specific item to lead to an improved ability to resist a suggestion about that specific item. Additional analyses indicated that overall accuracy was neither related to intelligence (as measured by a college entrance test) nor to specific abilities, such as verbal or spatial ability.	141
1979	Reilly, Richard R. Zedeck, Sheldon Tenopyr, Mary L. ; Journal of Applied Psychology, Vol 64(3), Jun, 1979. pp. 262-274	Problems relating to performance, accidents, and turnover in outdoor telephone craft jobs stimulated two experiments aimed at developing and validating a physical test battery. Based on job analysis results, a battery of nine measures was administered to a sample of 128 subjects (83 males and 45 females) in Experiment 1. A two-test battery (dynamic arm strength and reaction time), valid for predicting job task performance and turnover, was selected. Regression equations for males and females were not significantly different. Experiment 2 included a sample of 210 subjects (132 males and 78 females). A threetest battery consisting of a body density measure, a balance test, and a static strength test was selected based on relationships with training performance. No significant differences were found in the regression equations for males compared to females. The Experiment 2 battery was also significantly related to field performance, training completion, and accidents, and was valid for the Experiment 1 criteria. It	36
1979	Reid, Pamela T. ; Journal of Applied Psychology, Vol 64(5), Oct, 1979. pp. 465-471.	Television is a source of information that influences the formation of attitudes toward minority groups through its characterizations of them. This study investigated the behavior of both black and white characters on comedy programs to determine whether there were differences in their portrayal. We hypothesized that black characters would differ from white ones along several dimensions, for example, activity level and dominance, and that white characters on black programs would behave differently from whites on white or mixed programs. Three episodes each of black, white, and mixed comedy programs were videotaped. Raters tallied the behavior of 110 different characters on 12 types of behavior. A two-way analysis of variance, Sex X Race, indicated that racial stereotypes and sex role stereotypes were the basis for character portrayals on television. The differences between black female and white female characters seemed crucial to the depiction of the races. In addition, the portrayal of white characters on black programs was negative. The attitudes people	41

1979	Simas, Kathleen McCarrey, Michael W. ; Journal of Applied Psychology, Vol 64(5), Oct, 1979. pp. 483-491.	The purpose of this study was to investigate the role of authoritarianism in subjects' judgments of male and female candidates in a job selection interview. Male and female personnel officers were randomly selected from a pool of 144 volunteers and were assigned on the basis of Revised California F Scale scores to high, moderate, and low authoritarian groups, until 14 males and 14 females comprised each treatment. It was hypothesized that high authoritarian personnel officers of both sexes (a) would rate male job applicants more favorably than females when they were presented in simulated videotaped recruitment interviews and (b) would subsequently make more job offers to male than female job applicants. The data supported both of these hypotheses and indicated the usefulness of extending this approach to other aspects of the employment setting as well as to other nonemployment settings such as vocational counseling.	29
1979	Muldrow, Tressie W. Bayton, James A. ; Journal of Applied Psychology, Vol 64(2), Apr, 1979. pp. 99-106.	Two hundred male and female executives in federal agencies in the Washington, B.C., area participated in a study of managerial decision making. Random samples of 100 male and 100 female executives (all at the GS-15 level) were given a personnel decision task, dogmatism scale to complete, a questionnaire on risk taking, and instruments measuring sex role perceptions. These, in addition to the criterion variable of decision accuracy, represented 11 predictor variables (6 decision task variables, 2 personality variables, and 3 sex role perception variables). There were no significant differences between the male and female executives on any of the decision task variables. Female executives were less prone to risk taking than male executives. Female executives showed a tendency toward androgyny. Stepwise multiple regression produced 3 variables (confidence, dogmatism, and decision latency) that were related to decision accuracy; this was independent of the sex of the executives.	38
1979	Holland, Terrill R. Levi, Mario Beckett, Gerald E. Holt, Norman ; Journal of Applied Psychology, Vol 64(5), Oct, 1979. pp. 564-568.	Preferences of four categories of California prison inmates for institutional employees of the same sex versus the opposite sex were examined for 49 staff roles and functions. Although most comparisons suggested either neutrality or a tendency to favor opposite-sex personnel, a trend also emerged that appeared to reflect common sex role stereotypes. Furthermore, there was considerable variability in the responses of the subjects. Felons, especially males, tended to be less accepting of cross-sex employee assignments than civilly committed narcotic addicts, particularly in regard to duties that involve intrusion on the physical privacy of inmates. It is suggested that the attitudes of prisoners, as well as other aspects of institutional social climates, should be assessed periodically, both in planning for specific changes and in attempting to maintain custodial environments that are maximally responsive to the legitimate needs of inmates.	11

1979	Bartol, Kathryn M. Manhardt, Philip J. ; Journal of Applied Psychology, Vol 64(5), Oct, 1979. pp. 477-482.	This study examined several causes for discrepant findings in the literature related to sex differences in job outcome preferences. College graduates (N = 648) newly hired into entry level business jobs over a 9-year period rated job characteristics comprising three job outcome dimensions: (a) long-term career objectives, (b) working environment and interpersonal relationships, and (c) intrinsic job aspects. The possibility that the area of professional training could account for sex differences in job outcome preferences was explored, controlling for age, education, organizational level, and occupational category. Although professional training area did have a significant effect on job outcome preferences, sex differences persisted, with females giving significantly less emphasis to career objectives and significantly more emphasis to work environment and interpersonal job aspects than did males. Analysis of trends over the 9-year period studied showed a convergence of female preferences toward those of males on the two dimensions in which sex differences were found. Efforts to predict turnover from job outcome preferences suggested that females with a relatively high career orientation were less likely than males or other females to leave the organization.	79
1979	Brugnoli, G. A., Campion, J. E., & Basen, J. A. (1979). Racial bias in the use of work samples for personnel selection. Journal of Applied Psychology, 64(2), 119.	This study was designed to examine the role of evaluation specificity and task relevance in explaining racial bias in the use of work samples. Fifty-six maintenance mechanics evaluated a videotaped performance of a black job applicant and a white job applicant performing a relevant task (laying out, drilling, and tapping) and an irrelevant task (indexing drill bits). The applicants were evaluated by using a highly specific behavioral recording form, a global rating scale, or both. Race-linked bias was found only when subjects were asked to make global evaluations after observing an applicant's performance on a task representing irrelevant job behavior. Race-linked bias was not found when subjects used the behavioral recording form or in global evaluations made following the behavioral recordings. Furthermore, the race-linked bias was not evident when evaluations were based on observations of relevant job behavior. It was concluded that by using careful work sample development procedures and by assisting subjects in focusing on and recording relevant behavior, the potential for bias in the use of work samples appears small.	33
1980	Trattner, M. H., & O'Leary, B. S. (1980). Sample sizes for specified statistical power in testing for differential validity. Journal of Applied Psychology, 65(2), 127.	Tables are presented that contain the required «s to test for the significance of the difference between correlations (Fisher zs) at power equal to .5, .8, and .9 and alpha levels of .01 and .05. The relevance of the tables for controversies dealing with the existence of differential validity is discussed. The typical differential validity study contains inadequate sample sizes in the two groups to test for the existence of the concept at a respectable level of statistical power. This results in a lessened probability of detecting significant differences in validity. Differential validity studies are technically feasible much less frequently than commonly assumed, since they are very likely to produce inconclusive results.	29
1980	Maniscalco, C. I., Doherty, M. E., & Ullman, D. G. (1980). Assessing discrimination: An application of social judgment technology. Journal of Applied Psychology, 65(3), 284.		24



1980	Marino, K. E. (1980). A preliminary investigation into the behavioral dimensions of affirmative action compliance. <i>Journal of Applied Psychology</i> , 65(3), 346.	Compliance with affirmative action regulations requires that government contractors apply a good-faith effort toward meeting established minority/female hiring goals and timetables. The specific activities, undertaken by a contractor, that would constitute a good-faith effort are not well defined. Based on questionnaire responses from a sample of 50 federal contract compliance officers, six orthogonal dimensions of evaluative criteria are identified. The dimensions are labeled Seeking Community Support, Informing the Employees, Internalizing the Equal Employment Opportunity Policy, Enhancing Advancement Opportunities, Increasing Minority Applicant Flow, and Demonstrating Top Management Support.	25
1980	Wing, H. (1980). Profiles of cognitive ability of different racial/ethnic and sex groups on a multiple abilities test battery. <i>Journal of Applied Psychology</i> , 65(3), 289.	Self-identification by racial/ethnic membership was requested, pursuant to a court order, from 1,373 applicants for professional and administrative employment in the federal service. Of the 1,348 for whom test answer sheets could be identified (760 males, 586 females, 2 unspecified), 139 declined to provide information about racial/ethnic membership and 155 omitted responding. Abilities assessed were verbal, judgment, induction, deduction, and number. Test scores were analyzed by sex for the eight largest groups identified. The results were in accord with most recent research on this subject: distinctively higher scores on induction, deduction, and number than on verbal and judgment for Asians; fairly flat profiles for whites, blacks, and Mexican Americans; and lower scores for females on judgment and number. Of interest was the similarity between black and white profiles, between two Asian profiles, and the superior performance of those who explicitly declined to state their racial/ethnic membership.	11
1980	Schmitt, Neal; Lippin, Martha; <i>Journal of Applied Psychology</i> , Vol 65(4), Aug, 1980 pp. 428-435.	This investigation examines the way the sex and race of the rater and the sex and race of the ratee influence the level and variance of performance ratings, the confidence with which performance ratings are made, and the correlation between rated performance and actual performance. Sixty-four undergraduate students rated each of four combinations of male-female and white-black job performers. Ratings were made from videotape recordings of student workers shelving books in the Michigan State University Library. The results indicate that people rate members of their own group with more confidence than they do members of other race groups and that this confidence is reflected in the variance of performance ratings and the degree to which ratings correlate with actual performance. The major finding with respect to level of performance ratings was that black individuals rate other blacks more highly than do whites and that white females received lower ratings from all groups. Though statistically significant, omega-square values ranged from .02 to .12, and estimates of validity differences that would result from the observed performance variance differences were no greater than .04. Findings are discussed in terms of their implications for differential prediction and in terms of providing one psychological explanation for cases of differential prediction.	83

1980	Schneier, Craig E.; Bartol, Kathryn M.; Journal of Applied Psychology, Vol 65(3), Jun, 1980 pp. 341-345.	Sex differences in emergent leadership were investigated among 52 task groups working in conjunction with a 15-week course in personnel administration. Results showed no significant differences in the proportion of males and females to emerge as leaders through sociometric choice. Intragroup member ratings patterned on Bales's interaction process analysis categories also showed the behavioral correlates of the process of emergence to be similar for male and female leaders. Regardless of their sex, emergent leaders were more likely than nonleaders to be perceived as typically exhibiting positive behaviors. Performance of groups with male versus female emergent leaders was found to be similar. Relationship of results to sex differences research in appointed-leader situations is discussed.	51
1980	Lefkowitz, J., & Fraser, A. W. (1980). Assessment of achievement and power motivation of Blacks and Whites, using a Black and White TAT, with Black and White administrators. Journal of Applied Psychology, 65(6), 685.	Thematic Apperception Test (TAT) motive scores of need for achievement (n Ach) and need for power (n Pow) for 63 male college students (31 black, 32 white) did not vary significantly as a function of either their race, the race of the TAT administrator, or race of the TAT stimulus figures. Neither was any support found for the presumed importance of using stimulus figures and/or administrators racially congruent with the subjects. More complex relationships were indicated by statistically significant three-way interaction. In accord with previous research, white TAT administrators, compared with black, elicited greater verbal fluency from both black and white subjects. The TAT measure of n Ach was not correlated significantly with self-reported grade point average (GPA) nor with a self-inventory measure of n Ach, which itself was significantly related to GPA. The typical finding of significant positive associations between verbal productivity and motive scores on the TAT was not confirmed, largely because for the black subjects, motive scores were inversely related to verbal productivity. Although there are questions concerning the overall reliability and validity of the TAT for purposes of assessment and personnel or guidance decisions, there is little evidence to substantiate claims of its being less applicable for blacks than for whites.	23
1980	Fry, Louis W.; Greenfeld, Sue; Journal of Applied Psychology, Vol 65(1), Feb, 1980 pp. 123-126. An examination of attitudinal differences between policewomen and policemen.	Survey data on general satisfaction, organizational commitment, role conflict, and role ambiguity were obtained from 529 male and 21 female patrol officers. Measures used were the short form of the Minnesota Satisfaction Questionnaire, Porter's Organizational Commitment Questionnaire, and 14 items of role conflict and ambiguity as constructed by Rizzo, House, and Lirtzman. Results showed no significant differences in attitudes on measures of organization commitment, job satisfaction, work anxiety, role conflict, and role ambiguity. These results offer further support for the argument that personal and organizational factors are stronger predictors of attitudes in the work place than is gender.	41

1980	Lord, Robert G.; Phillips, James S.; Rush, Michael C.; Journal of Applied Psychology, Vol 65(2), Apr, 1980 pp. 176-182.	The contributions of rater sex and personality to perceptions of emergent leadership, influence, and social power were investigated in a sample of 96 undergraduates comprising 24 4-person groups that performed four tasks varying in process and output interdependence. Hierarchical regression analyses indicated that rater sex, locus of control, and least preferred co-worker measures accounted for significant amounts of variance in social perceptions beyond that which could be explained by an objective measure of the ratee's leadership behavior and group performance. Results clearly suggest that evaluator characteristics may be important determinants of leadership perceptions and should be considered in future research.	79
1980	Moch, Michael K.; Journal of Applied Psychology, Vol 65(3), Jun, 1980 pp. 299-306.	The present study attempts to identify and assess structural, cultural, social, and social psychological explanations for differential employee satisfaction by race. Racial composition of the employees' work group, organization level, the importance the employee places on interpersonal relations, on intrinsic rewards, and on extrinsic rewards, and the employee's social integration and perceived relative deprivation are included in regressions of employee satisfaction on race to determine the extent to which they mediate the relationship between these variables. Measures of the dependent and mediating variables were derived from the Michigan Organization Assessment Package, and data were collected through questionnaires completed by 466 employees in an assembly and packaging plant. Race variables accounted for 21% of the variance in satisfaction beyond that accounted for by all the other factors. These other factors, however, accounted for only 4% of the variance in satisfaction beyond that accounted for by race. It is concluded that other explanations must be sought to explain job satisfaction by race.	76
1980	Weaver, Charles N.; Journal of Applied Psychology, Vol 65(3), Jun, 1980 pp. 364-367.	Job satisfaction among American workers was examined for 1972 through 1978 with a sample (n = 4,709) made up of seven independently drawn annual national surveys. As was true in the previous decade, there were no substantial changes in overall levels of job satisfaction through 1978, and a number of correlates of job satisfaction remained unchanged. Blacks were less job satisfied than whites, there were no sex differences in job satisfaction, and there was a positive association between job satisfaction and education, age, income, and occupation	203

1981	Konar, Ellen; Journal of Applied Psychology, Vol 66(4), Aug, 1981 pp. 522-524.	Moch attempted to assess the degree to which a variety of structural, cultural, social, and social psychological factors could explain racial differences in job satisfaction. He concluded that the data failed to support any of these traditional types of explanations of the relatively high job satisfaction among Mexican Americans and the relatively low satisfaction among blacks. On the basis of the data Moch presented, it is argued that this conclusion may be unduly pessimistic. In fact, a substantial portion of the variance in job satisfaction associated with race was also associated with the hypothesized mediating structural, cultural, social, and social psychological factors, consistent with their hypothesized mediating role. Of these factors, the structural factors—including organizational level, racial composition of the work group, and membership in the dominant racial minority of the work group—were most strongly associated with both race and job satisfaction. The findings suggest the potential importance of these factors in accounting for racial differences in job satisfaction and highlight the need for further exploration of their contribution to job satisfaction.	15
1981	Sung, Yong H.; Dawis, René V.; Journal of Applied Psychology, Vol 66(5), Oct, 1981 pp. 613-624.	Sixteen Ball Aptitude Battery (BAB) tests and the Seashore Rhythm test were administered to 1,009 high school seniors of both sexes and of black, hispanic, and white ethnic backgrounds. Race and sex accounted for from .7% (for Finger Dexterity-Left) to 65% (for Grip-Right) of the test score variance, with a median of 13%. Race accounted for most of the explained variance for Idea Fluency, Tonal Memory, Pitch Discrimination, Inductive Reasoning, Paper Folding, Vocabulary, Ideaphoria, Shape Assembly, and Analytical Reasoning. Sex was more influential than race for Clerical, Word Association, Writing Speed, Finger Dexterity (Left and Right), and Grip (Left and Right). Factor analyses for the separate race and sex groups showed highly similar factor structures, with 10 well-defined factors replicated across all groups, despite pronounced socioeconomic status differences among the race groups. Simplicity of factor patterns for the tests and the well-defined factor structure indicated that redundancy was minimal for the BAB tests. Implications of the finding that level but not structure differences are observed for ability tests across race and sex groups are discussed.	12
1981	Bartol, K. M., Anderson, C. R., & Schneier, C. E. (1981). Sex and ethnic effects on motivation to manage among college business students. Journal of Applied Psychology, 66(1), 40.	Motivation-to-manage scores on the Miner Sentence Completion Scale were compared for male versus female and black versus white business students (N = 216) from two universities, one predominately white and the other predominately black. A 2 (subject sex) X 2 (ethnic group) multivariate analysis of variance yielded significant differences on motivation to manage for both subject sex and ethnic group. A discriminant analysis revealed an underlying two-dimensional structure, with females separated from males on one dimension by a lower desire to engage in competitive games and black students separated from white students on a second dimension by a lower orientation toward imposing wishes and standing out from the group and a greater affinity for the assertive role. Although significant subject sex and ethnic group differences were found, further analyses suggested that a rather small amount of variance was explained by the sex and ethnic factors.	32

1981	Ramos, Robert A.; Journal of Applied Psychology, Vol 66(3), Jun, 1981 pp. 291-295.	A study designed to determine if Spanish test instructions would facilitate the performance of Hispanic employment applicants on a predominantly nonverbal battery was conducted. Drawn from northeastern, southern, and southwestern regions, over 1,300 Hispanic applicants for operator/clerical jobs were identified and their language preference determined. Those applicants who indicated a preference for receiving the employment test battery with Spanish instructions were allocated to two groups. One group was administered the employment test battery with Spanish instructions, whereas the second group received the same test battery with English instructions. Comparisons of test performance under the two conditions suggest that Spanish instructions resulted in small but significant gains in scores. The utility of Spanish instructions as a tool for affirmative action is discussed.	7
1981	Wendelken, Derek J.; Inn, Andres; Journal of Applied Psychology, Vol 66(2), Apr, 1981 pp. 149-158.	A number of recent studies have investigated the effects of nonperformance factors (i.e., gender and race) on a variety of organizational criteria, including performance evaluations. It is argued that results from studies of this nature may be attributable to a research design that bears little resemblance to the performance appraisal process in real organizational contexts. Consequently, the present study was designed to examine the effects of two nonperformance factors (ratee race and rater race) and an index of ratee past performance on performance ratings in a real organizational setting. Results of a higher-order multivariate analysis of variance showed significant effects of ratee race, past performance, rater race, and a Ratee X Rater interaction. All of these sources of variance combined, however, accounted for no more than 4% of the total variance in performance ratings. Reasons for the low relationship between past performance and oral interview performance are discussed, and the generalizability of results from past laboratory studies to performance evaluation in real organizational environments is questioned.	41
1981	Sung, Yong H.; Dawis, René V.; Journal of Applied Psychology, Vol 66(5), Oct, 1981 pp. 613-624.	Sixteen Ball Aptitude Battery (BAB) tests and the Seashore Rhythm test were administered to 1,009 high school seniors of both sexes and of black, hispanic, and white ethnic backgrounds. Race and sex accounted for from .7% (for Finger Dexterity-Left) to 65% (for Grip-Right) of the test score variance, with a median of 13%. Race accounted for most of the explained variance for Idea Fluency, Tonal Memory, Pitch Discrimination, Inductive Reasoning, Paper Folding, Vocabulary, Ideaphoria, Shape Assembly, and Analytical Reasoning. Sex was more influential than race for Clerical, Word Association, Writing Speed, Finger Dexterity (Left and Right), and Grip (Left and Right). Factor analyses for the separate race and sex groups showed highly similar factor structures, with 10 well-defined factors replicated across all groups, despite pronounced socioeconomic status differences among the race groups. Simplicity of factor patterns for the tests and the well-defined factor structure indicated that redundancy was minimal for the BAB tests. Implications of the finding that level but not structure differences are observed for ability tests across race and sex groups are discussed.	

1982	Ironson, G. H., Guion, R. M., & Ostrander, M. (1982). Adverse impact from a psychometric perspective. <i>Journal of Applied Psychology</i> , 67(4), 419.	Studies comparing adverse impact using one test to adverse impact using a different test confound true ability differences with psychometric properties of the tests. Applying latent trait theory to an analysis of a 64-item multiple-choice skill test administered to 1,035 police recruits, we illustrate how two shorter tests measuring the same attribute, but having different test characteristic curves, have different degrees of adverse impact. Specifically, ability differences between groups (195 blacks, 373 whites) were minimized by use of a 22-item wide-range test and exaggerated by use of a 22-item narrow-range test. In light of these data, claims such as those that performance tests have less adverse impact than paper-and-pencil tests are open to question; the differences attributed to the type of test are completely confounded with the differences in psychometric properties of the tests. We propose that the concept of adverse impact be redefined in terms of the degree to which test scores distort any underlying true subgroup differences in the attribute measured.	15
1982	Brenner, O. C. (1982). Relationship of education to sex, managerial status, and the managerial stereotype. <i>Journal of Applied Psychology</i> , 67(3), 380.	The personality traits of achievement orientation, aggression, dominance, and nurturance, as measured by the Personality Research Form, were investigated to analyze sex differences when males and females become more similar in terms of their job rank and educational background. Subjects, matched by organization and department, represented 39 firms and included 66 sets of four employees each: a male manager, a female manager, a male nonmanager, and a female nonmanager. Results indicate that education is significantly related to each of the four personality traits and interacts with sex for dominance and nurturance. Sex differences for these two traits practically disappeared when more educated males and females were compared; the more educated members of both sexes approximated the managerial stereotype. There was no interaction between education and managerial status for any of the personality variables.	44

1982	<p>Arnold, J. D., Rauschenberger, J. M., Soubel, W. G., &amp; Guion, R. M. (1982). Validation and utility of a strength test for selecting steelworkers. <i>Journal of Applied Psychology</i>, 67(5), 588.</p>	<p>The lack of adequate performance criteria necessitated the use of a combined content- and construct-referenced strategy to identify valid selectors for filling steelworking positions on the basis of physical ability. First, work samples (WSs) of entry-level positions were formed for each of three sites. Potential selectors were then chosen, and 168 men and 81 women at the three sites (comprising mostly Steelworkers in the first 6 months of employment) performed both the selection and WS tasks. A measure of static strength, the arm dynamometer, was found to have especially strong correlations with WS performance; the average correlation with the three composite measures of performance was .84. Multiple regression analyses revealed no advantage in using more than the arm dynamometer for selection, and bias analyses showed that the measure would have, at most, a slight adverse impact against males. Using conservative estimates, it was determined that using the arm dynamometer as a selector could potentially save the company over \$9 million a year.</p> <p>As Reilly, Zedeck, and Tenopir (1979) have pointed out, tests of physical ability are important in both human and economic terms. In human terms, workers who are physically unsuited for their jobs run an increased risk of physical injury to themselves (e.g., Chaffin, Herrin, Keyserling, &amp; Foulke, Note 1) and to other workers. In economic terms, injuries result in increased medical payments, workers' compensation benefits, and staffing costs associated with replacing injured workers. Also involved are the costs resulting from noninjury-producing acci-</p>	74
1982	<p>Ayers-Nachamkin, Beverly; Cann, Carlton H.; Reed, Rosemary; Horne, Arlene; <i>Journal of Applied Psychology</i>, Vol 67(4), Aug, 1982 pp. 464-471.</p>	<p>Using role theoretical and attributional perspectives, the authors investigated sex and ethnic differences in the use of social power. Equal numbers of New Mexican Chicano and midwestern Anglo males and females participated as managers in an industrial simulation study. The 160 subject/managers were randomly assigned to one of four experimental conditions: designated powers versus unspecified powers, and supervision of male or female workers. It was hypothesized that in contrast to the traditionally powerful Anglo male, females and Chicanos would make external attributions for successful performance as powerholders, experience greater discomfort in the role of powerholder, and attempt to influence subordinates to a lesser degree. Subjects in control of designated powers were also expected to devalue the worth of their workers' performance more than subjects in the unspecified power condition. Overall, the hypotheses were supported by the data obtained from the Anglo population. The Chicano groups did attempt to influence subordinates to a lesser degree than Anglos but were more comfortable in the role than Anglos and devalued the worth of workers' performance when they were in the unspecified power condition. The latter finding is further defined by three-way interactions. Throughout the self-report data the most pronounced effects resulted from differences between the two female populations. Interpersonal power may be</p>	38

1982	Jago, Arthur G.; Vroom, Victor H.; Journal of Applied Psychology, Vol 67(6), Dec, 1982 pp. 776-783	Two studies are reported that deal with differences in the leadership styles of men and women. In Experiment 1, 161 women (42 undergraduates, 62 graduate students, and 57 managers) and 322 men (84 undergraduates, 124 graduate students, and 114 managers) indicated the level of subordinate participation they would encourage in 30 hypothetical decision-making situations. Both female students and managers were found to be more participative in leadership style than their male counterparts. Moreover, the data also revealed the behavior of women to be in greater agreement with the prescriptions of a normative model of decision making. The evaluation of autocratic versus participative behavior was the focus of Experiment 2. Sixty-eight male and 22 female managers were asked to judge the participativeness of five to eight other members of mixed-sex training groups and to describe their affective response to each person. Males and females perceived to be participative were rated equally favorably. However, females perceived to be autocratic were negatively evaluated, whereas males perceived to be autocratic received modest, but nonetheless positive, evaluations. The processes underlying these sex differences and the potential effects of confounded variables and other methodological problems are discussed.	147
1982	Ledvinka, James; Markos, Val H.; Ladd, Robert T.; Journal of Applied Psychology, Vol 67(1), Feb, 1982 pp. 18-36.	Alternate statistical standards of "fair selection" are reviewed, including the standard that seems to be implicit in the federal employee selection guidelines. A human resource planning model is developed to simulate the impact of each standard on minority employment. In that model, the racial composition of the flows of employees into and through the organization is determined by the "fair selection" standard chosen for simulation. The model is applied to staffing data from an existing organization. The simulation shows that the fairness standard implicit in the federal selection guidelines (Cleary's regression model) would have a worse effect on black employment than would the implicit fairness standard typically used by employers (similar to Thorndike's constant ratio model). The effect obtains under varied conditions of validity and selection ratio, and it is greater than the short-run impact found in earlier research. Other simulations are presented, including the forecasted impact of hiring quota systems. The use of human resource planning models is discussed, and implications are drawn for federal intervention in personnel selection.	10
1982	Chacko, Thomas I.; Journal of Applied Psychology, Vol 67(1), Feb, 1982 pp. 119-123.	Equal employment opportunity legislation has forced employers to actively recruit and hire women for managerial positions. However, the effects on women of providing preferential treatment to them have not been examined. The purpose of the present study was to explore the relationships between perceived preferential selection and several organizational outcome variables such as organizational commitment, role stress, and satisfaction. Scores on these measures were obtained via a questionnaire filled out by 55 women managers. The results showed that those women who perceived that they were selected because of their sex had less organizational commitment, less satisfaction with their work, with supervision, and with their co-workers, and experienced more role conflict and role ambiguity than women who felt sex was not an important factor in their selection.	136



1982	Smith, Dianne B.; Plant, Walter T.; Journal of Applied Psychology, Vol 67(2), Apr, 1982 pp. 249-251.	Fifty-one male-female matched pairs of university professors were studied with the Job Description Index (JDI). Subjects were matched on four variables known to relate to job satisfaction. Five dependent t test outcomes were reported as were two omega-squared outcomes. It was found that three / tests were nonsignificant (JDI variables of work, pay, and promotions) and two were significant at the .05 level (JDI variables of supervision and co-workers). Omega-squared values of .04 were obtained for the two significant / tests. It was concluded that either no significant sex differences in job satisfaction exist or that, if found, the differences are not psychological meaningful.	72
1982	Steinberg, Rhona; Shapiro, Stanley; Journal of Applied Psychology, Vol 67(3), Jun, 1982 pp. 306-310.	The validity of the assumption that females do not have the personality traits commonly assumed to be characteristic of senior managers was investigated. Three personality measures were used to test 71 female and male Master of Business Administration (MBA) students: Sixteen Personality Factor Questionnaire, California Personality Inventory, and Rathus Assertive Inventory. The results showed that female and male MBA students did not generally differ on most measures of personality. An observed difference was that the women scored higher on some of the scales that depicted "masculine" traits, whereas their male counterparts scored higher on some of the scales that depicted "feminine" traits. The data suggested that female MBA students do possess the personality traits that are commonly used to define a competent manager.	44
1982	Wexley, Kenneth N.; Pulakos, Elaine D.; Journal of Applied Psychology, Vol 67(4), Aug, 1982 pp. 433-439.	The purpose of the present field research was to evaluate Schmitt and Lippin's (1980) hypothesis that people rate those similar to themselves with more confidence, which is reflected in larger variances in performance ratings. A total of 286 manager-subordinate dyads in all four sex combinations comprised the sample. Reciprocal performance ratings between managers and subordinates were obtained by having subordinates use Behavioral Observation Scales (BOS) to rate their managers and by having managers rate their subordinates using the Minnesota Satisfactoriness Scales (MSS). Bartlett's test for homogeneity of variance revealed that female subordinates produced significantly more variability when rating their male managers than when rating their female managers on three of four BOS subscales and total BOS rating. Data regarding male subordinates' ratings of their male and female managers did not produce significant differences, except on one BOS subscale. A similar pattern was found with managers' ratings of their subordinates. Female managers produced more variable ratings for male subordinates than for female subordinates on three of four MSS subscales and total MSS rating, whereas no differences in variability were found for male managers' ratings of their male versus female subordinates.	47
1983	Beutell, Nicholas J.; Greenhaus, Jeffrey H.; Journal of Applied Psychology, Vol 68(1), Feb, 1983 pp. 43-48.	The present study investigated the conflict that women experience between their home and nonhome roles. All of the 115 women in the sample (a) were married and living with their husbands, (b) had at least one child, and (c) were attending college. It was found that the time demands of the student role were more strongly associated with conflict for women whose husbands held relatively traditional sex-role attitudes than for women whose husbands held relatively nontraditional attitudes. In addition, traditionally oriented women tended to use reactive coping strategies to deal with intense conflicts. Furthermore, reactive coping strategies were perceived to be less successful than more active strategies	156

1983	Doverspike, Dennis; Carlisi, Anne M.; Barrett, Gerald V.; Alexander, Ralph A.; Journal of Applied Psychology, Vol 68(3), Aug, 1983 pp. 476-483.	<p>Job evaluation has been used to determine wage and salary rates and, in equal pay and comparable worth litigation, to determine the similarity and worth of jobs with respect to their skill, effort, responsibility, and working conditions. Recently, some criticisms of job evaluation have been leveled at the reliability of job evaluation ratings, or the ability of raters to demonstrate substantial agreement in their judgments of the worth of jobs. The present study demonstrates the application of generalizability theory in determining the reliability of a point-method job evaluation instrument. The generalizability analysis was performed using the ratings of 20 job descriptions of office and business personnel by 10 trained, graduate student raters on an 11-scale point-method job evaluation instrument. The results of the generalizability analysis showed that scales, jobs, and the interaction between the two were the major sources of variance in the ratings. When differences in the 11 scales were not considered to add variance, reducing the number of raters from 10 to 1 had a negligible effect on the generalizability coefficient (a drop from .99 to .97). The results provided further evidence of the high reliability of job evaluation ratings.</p>	55
1983	Giniger, Seymour; Dispenzieri, Angelo; Eisenberg, Joseph; Journal of Applied Psychology, Vol 68(3), Aug, 1983 pp. 469-475.	<p>The decremental theory of aging, which is based on extensive laboratory investigations, maintains that abilities decline as workers age. In the present study, the theory was applied to garment industry workers. The investigators examined the variables of age and experience as related to worker productivity, absenteeism, accidents, and turnover. Workers were separated into six age categories that formed the basis of a cross-sectional design. A crucial distinction was drawn between jobs requiring speed (<math>n = 212</math>) and those demanding skill (<math>n = 455</math>). It was hypothesized that physical decrements would be more relevant to performance on speed jobs than on skill jobs, but contrary to predictions, older workers surpassed the younger ones in both job categories. Partial correlations between experience and performance, which removed the influence of age, demonstrated that experience rather than age determined performance. In this study, the older workers were also more experienced. However, the present design limits our ability to ascertain any self-selection biases that may distinguish the individuals who kept on working from those who terminated. A longitudinal design could clarify these issues.</p>	122

1983	Graddick, Mirian M.; Farr, James L.; Journal of Applied Psychology, Vol 68(4), Nov, 1983 pp. 641-645.	The present study examined sex differences in job involvement and organizational commitment along with issues pertaining to role conflicts, treatment on the job, and involvement in professional activities Data were collected from 440 women and 447 men who were randomly selected from various professional societies These individuals responded anonymously to a mail survey No significant differences were observed between men and women on the job involvement and professional activities scales Men and women differed, however, on their level of organizational commitment, their perceptions of on-the-job treatment, and the extent of their role conflicts These differences are discussed and the stronger correlates of job and organizational commitment identified Interest in the area of involvement in working life has grown in recent years Most of this research has focused on two concepts, namely, job involvement and organizational commitment, with the major emphasis on delineating the antecedents and consequences of these variables (Kanungo, 1979, 1982; Mowday, Steers, & Porter, 1979; Rabinowitz & Hall, 1977, Steers, 1977) Although the literature in this area continues to grow, few studies have examined sex differences in job involvement and organizational commitment In these few studies, the findings have been contradictory and inconclusive, partly because of some very small female samples (Fry & Greenfeld, 1980; Herman, Dunham, & Hulm, 1975; Lefkowitz, 1967).	49
1983	Kroeck, K. Galen; Barrett, Gerald V.; Alexander, Ralph A.; Journal of Applied Psychology, Vol 68(1), Feb, 1983 pp. 123- 136.	A computer simulation program was used to assess a set of algorithms developed to predict the necessary recruitment and performance outcomes likely for organizations under different subgroup quota constraints. Two alternative recruitment policies of both the minimum cutoff score and the ranking approaches to selection were analyzed Outcomes assessed within and across strategies included the extent of necessary recruitment, rejection of qualified applicants, and expected subgroup performance in the organization. Simulation results demonstrated the accuracy of the algorithms in predicting outcomes for a range of selection problems common in organizational practice. We concluded that the joint probability of locating enough qualified applicants of a particular subgroup to meet a quota may result in certain consequences that have neither been considered nor intended by those advocating such quotas Specifically, an imposed quota that slightly exceeds a small subgroup percentage representation in the population may require extensive recruitment to meet the quota and may result in a substantial performance differential between subgroups selected into the organization. The relative merits of different selection strategies as well as practical implications for various organization types following implementation of judicially mandated or self-imposed quota systems are discussed.	19

1983	Ritchie, Richard J.; Moses, Joseph L.; Journal of Applied Psychology, Vol 68(2), May, 1983 pp. 227-231.	Assessment center predictions of the potential of 1,097 women managers were found to be significantly related to career progress 7 years later. In addition, comparisons of specific dimension ratings made in this assessment center and those made for men in the Management Progress Study were conducted. Similar rating distributions of potential for men and women were noted. Also, substantial similarities were found in the relationships between specific dimension ratings and progress of men and women. It appears increasingly clear that differences in management potential are far more attributable to individual rather than sex differences.	54
1983	Cleveland, J. N., & Landy, F. J. (1983). The effects of person and job stereotypes on two personnel decisions. Journal of Applied Psychology, 68(4), 609.	Two studies were designed to determine whether the effects of incumbent age on personnel decisions are different in a stereotypically older job than in a stereotypically younger job. In Experiment 1, managers were asked to make awards recommendations and overall evaluations for 18 hypothetical employees in three jobs that varied in age stereotype. Hypothetical employees varied in age and exhibited either a stereotypically older performance pattern or a stereotypically younger pattern of performance. Significant Job X Performance Pattern and Target Age X Pattern interactions were found in the awards exercises. In Experiment 2, subjects were asked to make promotion decisions for 18 hypothetical employees in three jobs. Again the Job X Pattern interaction was significant. The results of both experiments suggest that when the pattern of performance is inconsistent with the age stereotype of the job, employees receive lower ratings than when behavior is consistent with the job stereotype.	126
1983	Schwab, D. P., & Wichern, D. W. (1983). Systematic bias in job evaluation and market wages: Implications for the comparable worth debate. Journal of Applied Psychology, 68(1), 60.	The present article evaluates the consequences of systematic measurement errors in job evaluation and in wage distributions used as a criterion in the empirical validation of job evaluation. It also shows how reverse regression combined with conventional regression can be used to identify systematic errors under a restrictive set of assumptions. The article finds that bias against female key or benchmark job wages has the generally hypothesized negative impact on predictions for female nonkey job wages. However, it also finds that systematic evaluation bias of female jobs does not necessarily serve to the wage disadvantage of all female jobs. These findings are discussed in terms of their implications for arguments now prevalent in the literature and for subsequent research needs.	31
1984	Drasgow, F., & Kang, T. (1984). Statistical power of differential validity and differential prediction analyses for detecting measurement nonequivalence. Journal of Applied Psychology, 69(3), 498.	It has been hypothesized that psychological tests do not always provide adequate measurement because they may contain material that is unfamiliar to some subpopulations. A quantitative model is described in which individuals from one subpopulation respond randomly to some proportion of test items. The statistical power of the differential validity and differential prediction methods for detecting this type of measurement nonequivalence is presented for a variety of hypothetical tests. It is shown that the differential validity analysis has far less statistical power than the differential prediction analysis. The differential prediction analysis, however, also has little power to detect measurement nonequivalence under some conditions that could yield adverse impact. Researchers	36
1984	Raju, N. S., & Edwards, J. E. (1984). Note on "Adverse impact from a psychometric perspective."		4

1984	Pritchard, R. D., Maxwell, S. E., & Jordon, W. C. (1984). Interpreting relationships between age and promotion in age-discrimination cases. <i>Journal of applied psychology</i> , 69(2), 199.	Addresses the logic behind the negative relationship between age and promotions and presents a simulation model that assesses this relationship. Expected negative relationships with a job level between age and promotion assumes that people in the same job level vary in how much potential they have to do the next job up the hierarchy and that there is some validity to the organization's promotional policy. The model simulates the promotion process using 1,000 employees in a target level job by considering the validity of the process, by calculating the distribution of replacement, by allowing for changes in promotability over time as a result of learning and other factors, by considering retirement, by continuing the process until age and promotion stabilizes, and by eliminating age discrimination from the model by random assignment. The model empirically demonstrates the expected negative relationship between age and promotions and provides a means for predicting the strength of the relationship that would be expected in the absence of age discrimination.	11
1984	Peters, L. H., O'Connor, E. J., Weekley, J., Pooyan, A., Frank, B., & Erenkrantz, B. (1984). Sex bias and managerial evaluations: A replication and extension. <i>Journal of Applied Psychology</i> , 69(2), 349.	248 male supervisors rated 290 male and 272 female store managers, and 35 female supervisors rated 37 male and 38 female store managers; all Ss were with the same organization. Results show that female store managers were rated higher than male store managers by their supervisors. It is concluded that unfair treatment of women, to the extent that it does exist, does not seem to be a major factor in assessing managerial job performance.	42
1984	Parsons, Charles K.; Liden, Robert C.; <i>Journal of Applied Psychology</i> , Vol 69(4), Nov, 1984 pp. 557-568.	Interviewer perceptions of applicant nonverbal cues were studied during the seasonal interviews at a large amusement park in the Southeast During or immediately following a 10-min interview, an interviewer rated each applicant on personal style variables, body movements, speech characteristics, and a final judgment of overall qualifications Two large subsamples of data on applicants (N = 251, A' = 266) were available for slightly different rating formats Regression analysis and discriminant analysis of nonverbal cues on qualifications indicated the relative importance of speech characteristics (articulation, proper pauses) and unimportance of personal appearance variables (cleanliness, clothing) when these variables were simultaneously considered in the multivariate procedures. Multivariate analysis of variance and covariance demonstrated relations between race and sex of the applicant, sex of the interviewer, and the nonverbal cues Hierarchical regressions of judged qualifications on the demographic variables, educational background, and the nonverbal cues demonstrated unique variance for the demographics even after education background data and nonverbal cues were controlled. These findings are discussed in the context of previous laboratory and field studies	144

1984	Rice, Robert W.; Instone, Debra; Adams, Jerome; Journal of Applied Psychology, Vol 69(1), Feb, 1984 pp. 12-31.	The effects of leader sex were examined in two 6-week cadet training programs at the U.S. Military Academy Freshman (n = 810) and sophomore (n = 842) cadets were subordinates; more senior cadets were leaders. Subordinates described their leader on a 64-item questionnaire assessing various aspects of leader success (e.g., effectiveness and satisfaction) and leadership process (e.g., communication, social power, strategies of influence). The effects of leader sex and of follower sex were examined with analyses of variance. Moderated regression analyses were used to determine if the relationship between leadership process and leader success was different for male and female leaders Both sets of analyses showed few leader sex effects that were replicable across the two West Point settings, thus failing to support hypotheses based on sex-role stereotypes, sex differences in social status, and the sex-role congruency concept. However, replicable follower sex effects showed female subordinates to be stronger in their affective reactions and generally more positive in their description of both training experiences The leader-sex results are discussed in light of previous research showing minimal leader-sex effects and characteristics of the present settings giving special significance to nonsignificant leader-sex effects.	68
1984	Zinkhan, George M.; Stoiadin, Lydia F.; Journal of Applied Psychology, Vol 69(4), Nov, 1984 pp. 691-693	A field experiment was conducted in department stores to determine whether or not men receive more prompt service than women The service behavior of 162 salesclerks was monitored by 16 teams consisting of one male and one female experimenter using a 3 X 3 X 2 factorial design with sex of the clerk, sex of the department, and type of store as main effects. The results indicated that men do receive service priority, with 63% of the sales personnel serving the male customer before the female customer This percentage held up across the range of conditions studied, and a follow-up interview with salesclerks indicated that sex role stereotyping may have been partially responsible for the observed disparity in service Implications of these findings for retailing practices are discuss	12
1984	Doverspike, D., & Barrett, G. V. (1984). An internal bias analysis of a job evaluation instrument. Journal of Applied Psychology, Vol 70(3), Aug 1985, 555.		37
1984	Carbonell, Joyce L.; Journal of Applied Psychology, Vol 69(1), Feb, 1984 pp. 44-49	A replication and extension of an earlier study (Megargee, 1969) was performed to reassess the part that sex roles play in the assumption of leadership. Megargee's original study indicated that women who had superior leadership ability failed to assert their roles in the presence of males in both masculine and neutral task situations. The current study replicated the masculine task and added a feminine task to assess, respectively, changes that have occurred over the years and the effect of task "gender" on assumption of leadership Subjects were 124 college students who had been pretested on the California Personality Inventory Dominance (Do) scale. Subjects were grouped into high- and low-Do pairs. As in the earlier studies, Do predicted leadership in same-sex pairs. But when the task was "masculine in appearance," high-Do women did not take the leadership role in the presence of men. When the task was modified to appear feminine in nature, Do scores predicted leadership across all groups.	102

1985	Arvey, R. D., Maxwell, S. E., & Abraham, L. M. (1985). Reliability artifacts in comparable worth procedures. <i>Journal of Applied Psychology</i> , 70(4), 695.	Comparable worth principles suggest that regression line differences between male- and female-dominated jobs be examined where pay is regressed on job evaluation point values. It is demonstrated that unreliable job evaluation measures could artifactually produce regression line differences between male- and female-dominated jobs, even when no such bias exists. A. S. Goldberger's (1984) reverse regression and other procedures are examined as alternative methods of determining bias, and it is shown that linear structural relations procedures provide accurate and nonbiased estimates of wage discrimination in comparable worth analyses.	24
1985	Schwab, Donald P.; Grams, Robert; <i>Journal of Applied Psychology</i> , Vol 70(3), Aug, 1985 pp. 533-539.	The present study investigated the effects of the dominant sex of job incumbents, pay level of a job, and evaluator's sex on job evaluation scores among 103 compensation practitioners. No effects on either the absolute rating or relative standing of the manipulated job were found as a function of dominant sex of job incumbents or evaluator sex. Pay level was associated with substantial effect on the absolute rating and on the relative standing of the manipulated job. Implications for research and for the comparable worth controversy are discussed.	60
1985	Steckler, Nicole A.; Rosenthal, Robert; <i>Journal of Applied Psychology</i> , Vol 70(1), Feb, 1985 pp. 157-163.		60
1985	Trempe, Johanne; Rigny, André-Jean; Haccoun, Robert R.; <i>Journal of Applied Psychology</i> , Vol 70(1), Feb, 1985 pp. 44-47.	Men and women blue-collar workers rated their presumed satisfaction with male and female supervisors in a simulation that also varied the degree of upwards influence held by these managers. The results show that the degree of influence has a significant impact on the dependent variable, whereas the gender-based variables do not. The argument is made that supervisory gender is a proxy variable that may mask more salient organizationally relevant parameters.	52
1985	Thompson, D. E., & Thompson, T. A. (1985). Task-based performance appraisal for blue-collar jobs: Evaluation of race and sex effects. <i>Journal of Applied Psychology</i> , 70(4), 747.	Court standards for job analysis were used to develop a task-based performance appraisal instrument for use with multiple blue-collar jobs in a small plastics plant. The instrument consisted of 10 performance categories (i.e., general reasoning, written communications) that were rated in terms of importance to the job and performance. Race and sex effects in performance appraisal scores and overall performance rankings of 150 employees (of whom 62 were Black and 88 were female) in 3 jobs were analyzed with separate factorial analyses of covariance. Neither race nor sex effects were significant with the performance appraisal data. There was a significant race difference with the overall ranking data, although it accounted for only 2% of the variance. In a 2nd study, a similar instrument was used to analyze race and sex differences in performance appraisal for 233 employees (of whom 31 were female, 50 were Black, and 30 were Hispanic) in 3 job groups of a large petroleum refinery. Neither race nor sex effects were significant. Findings support the use of the task-based approach to performance appraisal. (1	30
1985	Izraeli, Dafna N.; <i>Journal of Applied Psychology</i> , Vol 70(1), Feb, 1985 pp. 148-156.	This study explores differences between men and women in self-reported influence (SRI) and its correlates among 148 male and 111 female elected union committee officers in Israel. Results indicated that women rate their influence lower than do men. An examination of the difference in patterns of associations shows that sex proportion and serving as chairperson are significant predictors of influence only for women. An examination of differences in the strength of the association suggests that women's perception of their influence is more responsive to the evaluations of their fellow workers, whereas that of men is more responsive to the committee's influence on management.	8

1985	Forsythe, Sandra; Drake, Mary F.; Cox, Charles E.; Journal of Applied Psychology, Vol 70(2), May, 1985 pp. 374-378.	Hiring recommendations from 77 personnel administrators were used to determine the effect of female applicants' dress on interviewers' selection decisions for management positions. Personnel administrators viewed videotaped interviews of four applicants in different costumes and made hiring recommendations for each applicant. Three-way analysis of variance was used to determine the effect of costume on hiring decisions independent of the effects of person, sequence of showing, and Costume X Person interaction. The results confirmed that masculinity of the female applicant's dress had a significant effect on interviewers' selection decisions. There was a positive relationship between masculinity of the applicant's costume and favorability of hiring recommendations received by the applicants. The influence of person on selection decisions also was significant. It was concluded that female applicants' clothing is an avenue for influencing the selection decision for management positions.	111
1985	Heilman, Madeline E.; Stopeck, Melanie H.; Journal of Applied Psychology, Vol 70(2), May, 1985 pp. 379-388.	To determine whether appearance influences how an individual's corporate success is explained, 113 working men and women were presented with the work history of an assistant vice president (AVP) of a midsized corporation who was an either attractive or unattractive male or female. Additionally, the AVP's rise to the senior ranks was depicted as either unusually rapid or normative in pace. Results indicated that, as predicted, attractiveness had different effects on the degree to which the AVP's success was attributed to ability depending upon whether the AVP was male or female; males' ability attributions were enhanced by their good looks and females' ability attributions were detrimentally affected by them. Also as expected, capability judgments followed a similar pattern. Appearance was additionally shown to have different consequences for males and females when likeability and interpersonal integrity were rated. However, contrary to predictions, the rapidity of corporate ascent did not interact with appearance or sex in affecting attributions about or impressions of the stimulus AVPs. The implications of these results, both conceptual and practical, are discussed	142
1985	Lee, Jo A.; Clemons, Tanya; Journal of Applied Psychology, Vol 70(4), Nov, 1985 pp. 785-788.	Effects of two factors on simulated employment decisions about older workers were investigated. On 6-point scales, 10 male and 38 female undergraduate students made decisions about older workers (65 years and 61) in two hypothetical work situations. The design of the study was a 2 (absolute decision vs. comparison decision) X 2 (information vs. no information) factorial with repeated measures on type of decision. Significant main effects ( $p < .01$ ) were found for both type of decision and amount of information. No significant interaction effects were found. Increasingly favorable decisions were made about older workers when (a) the situation did not require a choice between an older worker and a younger worker and (b) behaviorally stated performance information about the older worker was provided. A separate study was conducted to assess the specificity of the factors' impact on older workers. A separate group of 13 males and 35 females made decisions about younger workers (35 years and 32), using the same procedures used in the first study. The differences in the patterns of results are discussed.	57



1985	Kraiger, Kurt; Ford, J. Kevin; Journal of Applied Psychology, Vol 70(1), Feb, 1985 pp. 56-65.	A recent review of ratee race effects on performance ratings (Landy & Farr, 1980) found conflicting results. For the present research, meta-analytic techniques were used for more substantive conclusions about the existence of ratee race effects and whether the effects were related to rater race or were moderated by situational factors. The five moderators examined included the study setting (laboratory/field), rater training (offered/not offered), type of rating (behavior/trait), rating purpose (administrative/research), and the composition of the workgroup (percentage of blacks in each study). Seventy-four studies with a total sample of 17,159 ratees were located for white raters, whereas 14 studies with 2,428 ratees included data on black raters. The corrected mean correlations between ratee race and ratings for white and black raters were .183 and —.220, respectively, with 95% confidence intervals that excluded zero for both rater groups. Substantial moderating effects were found for study setting and for the saliency of blacks in the sample. Race effects were more likely in field settings when blacks composed a small percentage of the workforce. The appropriate role of laboratory studies and the implications of the results for guiding future research on racial bias are discussed.	372
1985	Madigan, Robert M.; Journal of Applied Psychology, Vol 70(1), Feb, 1985 pp. 137-147	Job evaluation studies have been used by comparable worth advocates as a basis for sex-based pay discrimination litigation and as a vehicle to generate support for pay equity legislation. However, the adequacy of job evaluation measures for determining the relative worth of jobs has not yet been established; previous studies indicate deficiencies on various measurement criteria. The present study examines three methods of comparable worth job evaluation from a psychometric qualities perspective. Evaluation scores for 20 positions in a state agency were generated by four experienced analysts via each method. Reliability, discriminant validity, and convergence of the measures were examined in the context of comparable worth pay classification decision making. Results suggest that (a) reliability coefficients above .95 could still be inadequate for comparable worth job evaluation applications, (b) factor (dimension) redundancy is potentially a major shortcoming of job evaluation measures; (c) evaluation methods differ in terms of measurement quality, and (d) classification decisions are likely to be method dependent	45
1985	Izraeli, D. N., & Izraeli, D. (1985). Sex effects in evaluating leaders: A replication study. Journal of Applied Psychology, 70(3), 540.	Replicated the study of K. M. Bartol and D. A. Butterfield (see record 1976-30864-001) by examining the hypothesis that sex-role stereotypes bias the performance evaluation of managerial behavior. 920 male and 100 female Israeli managers evaluated the performance of a manager as described in 4 vignettes, each representing a different managerial style. Sex of Ss was manipulated by change of name. Contrary to the findings of the original study, MANOVA revealed no overall main sex of manager effects	30
1986	Humphreys, L. G. (1986). An analysis and evaluation of test and item bias in the prediction context. Journal of Applied Psychology, 71(2), 327.	Presents a perspective on test and item bias in predicting the performance of individuals in majority and minority groups. It is suggested that a difference between groups in the slope of the regression of the criterion on a test used for prediction represents bias that can frequently be corrected. Given a criterion with adequate measurement properties, the selection of items with essentially equivalent discrimination indices is expected to produce approximately parallel slopes. Accordingly, items having different discrimination indices are themselves biased. Intercept bias, on the other hand, is essentially not under the control of the test constructor. It is argued that the goal of producing a test without intercept bias is an unreasonable one. These problems are illustrated by factor models of intercept bias. It is concluded that relative differences in item-difficulty levels from group to group, given items with adequate discrimination indices, should not be labeled as bias. Such items are not automatic candidates for discard.	68

1986	Brockner, Joel; Adsit, Laury; Journal of Applied Psychology, Vol 71(4), Nov, 1986 pp. 585-590.	Previous research in the allocation of rewards has shown that the equity norm is more salient for males than females. The present study explored an implication of those findings: that males' satisfaction with an exchange relationship would be more dependent upon the equity of that relationship, relative to females'. In this field study, members of a Business Lead and Referral Club rated their own and others' inputs and outcomes into the exchange relationship, as well as their satisfaction with the relationship. Overall, satisfaction was lower in a negatively inequitable than equitable relationship, and slightly lower in an equitable than positively inequitable relationship. Furthermore, and as predicted, the above-described relationship of equity and satisfaction was considerably more pronounced for male than female club members. Further analyses revealed that the equity-satisfaction relationship was especially (a) pronounced for males in a primarily male group and (b) weak for females in an all-female group. The latter findings suggest that the salience of the equity norm may be a joint function of the sex of both members of an exchange relationship. The implications of these and other findings are discussed.	121
1986	Waldman, D. A., & Avolio, B. J. (1986). A meta-analysis of age differences in job performance. Journal of Applied Psychology, 71(1), 33-38.	Meta-analyses were conducted on 40 samples that included data pertaining to the relation between age and job performance. Samples were classified into three categories according to the types of performance measures used in prior research: (a) supervisory ratings, (b) peer ratings, and (c) individual productivity. Results across samples showed a pattern of increases in performance, as measured by productivity indices, at higher ages. Conversely, supervisory ratings showed a slight tendency to be lower for older employees. Significant unexplained variance remained for each of the three types of performance measures after accounting for artifactual variance. Moderator analyses revealed differences between professionals and nonprofessionals in that performance ratings showed more positive relations with age for professionals, as compared to nonprofessionals. Implications were drawn concerning personnel policies regarding older employees.	548
1986	Bird, Charles P.; Fisher, Terri D.; Journal of Applied Psychology, Vol 71(3), Aug, 1986 pp. 515-517	The present study was a replication of an earlier study conducted more than 30 years ago (Kirchner & Dunnette, 1954). Attitudes toward older employees were assessed in both hourly and supervisory personnel of a nonunion manufacturing plant. The results were remarkably similar to those obtained in the earlier study: Hourly workers held more positive attitudes toward older employees than did supervisors, and attitude score correlated strongly with the age of hourly workers but not with the age of supervisors. These findings are discussed in relation to other research on age bias in the work place	94
1987	Zeidner, M. (1987). Test of the cultural bias hypothesis: Some Israeli findings. Journal of Applied Psychology, 72(1), 38.	The major aim of this study was to examine the cross-cultural validity of the test bias contention, with particular concern for possible sociocultural group differences in the construct and predictive validity of college entrance scholastic aptitude tests in Israel. The analyses were based on the test scores of 1,538 Israeli college student candidates of varying ethnic group membership, applying for admission to a major Israeli campus. The psychometric properties of the test battery were compared by ethnic group via a variety of internal (factor structure, reliability, etc.) and external (predictive validity, homogeneity of regression, etc.) test bias criteria. On the whole, the data provided little evidence for differential construct or predictive validity of aptitude test scores as a function of ethnic group membership, thus lending a greater deal of generality to previous research on test bias, generally negating the cultural bias hypothesis.	28
1987	Roznowski, M. (1987). Use of tests manifesting sex differences as measures of intelligence: Implications for measurement bias. Journal of Applied Psychology, 72(3), 480.	Very narrow tests measuring knowledge of specific information from Project TALENT were combined into two composites on the basis of between-group differences for high-school-age boys and girls. These composites were analyzed to determine what happens when specific, nontrait components of variance are included in measures of general intelligence. The two composites were heavily advantageous to either males or females and were made up of very narrow, mostly nonacademic, information-dependent subtests. Correlations were computed between the sex-advantage composites and general intelligence scores. Very large validities were obtained, indicating that the composites were acting as excellent measures of general intelligence for both sexes. Results are discussed in the framework of multiple determinants of responses and group differences in item and test performance.	50

1987	Dalton, D. R., Todor, W. D., & Owen, C. L. (1987). Sex effects in workplace justice outcomes: A field assessment. <i>Journal of Applied Psychology</i> , 72(1), 156.	Recent research on sex effects in workplace justice leads to different conclusions based largely on whether simulations or field assessments were relied on for experimental protocol. Our examination provides a field assessment that replicates in part and extends the investigation of dispute and disciplinary outcomes in the workplace. We argue that it is not merely the sex of the actor, but the nature of the dyadic composition (man/man, woman/woman, man/woman, woman/man) that is a critical influence on outcomes. This hypothesis is supported by significant differences in workplace justice outcomes based on the dyadic composition of the actors involved in dispute proceedings (N = 498).	26
1987	Drasgow, F. (1987). Study of the measurement bias of two standardized psychological tests. <i>Journal of Applied Psychology</i> , 72(1), 19.	Psychological tests are subject to two distinct forms of bias. The first form, measurement bias, occurs when individuals with equal standing on the trait measured by the test, but sampled from different subpopulations, have different expected test scores. Relational bias, the second type of bias, exists with respect to a second variable if a measure of bivariate association differs across groups. Empirical studies have found little evidence of relational bias. Two recent court cases, however, seem to have been more influenced by considerations of measurement bias than the literature concerning relational bias. Unfortunately, a consequence of both court cases is that the respective test makers must select items for future tests on the basis of a statistic (proportion correct) that is inappropriate for evaluating measurement bias. More sophisticated approaches may also suffer from methodological difficulties unless special precautions are taken. In this article, tests of English and Mathematics Usage are analyzed by measurement bias methods in which several steps are taken to reduce methodological artifacts. Many items are found to be biased. Nonetheless, the sizes of these effects are very small and no cumulative bias across items is found. (	182
1987	Murphy, Kevin R.; Herr, Barbara M.; Lockhart, Maura C.; Maguire, Eammon; <i>Journal of Applied Psychology</i> , Vol 71(4), Nov, 1986 pp. 654-661.	Several recent studies of performance appraisal have used the "paper people" approach, in which raters read performance vignettes and then rate the performance of several hypothetical ratees. This approach may lead to systematically different outcomes from studies in which ratings are based on the direct or indirect (e.g., via videotape) observation of ratees' behavior. One hundred and eleven studies published between 1975 and 1984 were grouped into five major substantive categories, and a comparative meta-analysis was used to contrast the outcomes of paper people studies to those of similar studies in which ratings were based on the observation of ratee behavior. Effect sizes were found to be significantly larger in paper people studies, although this difference was not uniform across all research areas. Results are discussed in terms of differences in signal-to-noise ratios across the two methods.	119
1987	Heilman, Madeline E.; Simon, Michael C.; Repper, David P.; <i>Journal of Applied Psychology</i> , Vol 72(1), Feb, 1987	In this laboratory study we compared the effect of sex-based preferential selection with that of meritbased selection on the reactions of 64 male and 76 female undergraduates serving as task leaders. Subjects succeeded or failed on the task while working with another individual (a confederate). As predicted, only women's self-perceptions and self-evaluations were negatively affected by the sexbased preferential selection method relative to the merit-based method. When selected on the basis of sex, women devalued their leadership performance, took less credit for successful outcomes, and reported less interest in persisting as leader, they also characterized themselves as more deficient in general leadership skills. These findings suggest that when individuals have doubts about their competence to perform a job effectively, nonwork-related preferential selection is likely to have adverse consequences on how they view themselves and their performance. Implications of the findings for the implementation of affirmative action programs are discussed.	181
1987	Stone, D. L., & Stone, E. F. (1987). Effects of missing application-blank information on personnel selection decisions: Do privacy protection strategies bias the outcome?. <i>Journal of Applied Psychology</i> , 72(3), 452.	Using a 3 × 2 × 2 experimental design and data from 188 managers and professionals, this study examined the main and interactive effects of information management strategy (missing information vs. no reported conviction vs. reported conviction), race of the applicant (White vs. Black), and job type (cashier vs. road laborer) on ratings of an applicant's qualifications and likelihood of job success. For the qualification criterion, there were significant main effects for information management strategy and job type. In the case of the success criterion, there were significant main effects for information management strategy and job type and two significant two-way interactions. Constraints on the generalizability of the findings to personnel decision making in actual organizational contexts are considered.	48

1987	Raza, Susan M.; Carpenter, Bruce N.; Journal of Applied Psychology, Vol 72(4), Nov, 1987 pp. 596-603.	Past research on variables affecting hiring decisions has emphasized the role of applicant and interviewer demographics. However, recent studies have questioned the generalizability of findings from laboratory interviews to real interviews. In this article, a model of demographics and interviewing decisions is proposed and tested with actual employment interviews. Industrial interviewers (N = 8) provided demographic data concerning themselves and applicants (N = 171), rated applicants on widely studied attributes, and made two hiring decisions. The data support the model that interview outcomes are directly dependent on the more logically relevant variables, such as skill. Furthermore, the influence of demographics is modest and less important than other variables.	142
1988	Dunbar, S. B., & Novick, M. R. (1988). On predicting success in training for men and women: Examples from Marine Corps clerical specialties. Journal of Applied Psychology, 73(3), 545.	The presence of differences between prediction systems for men and women is investigated through a detailed study of clerical occupational specialties in the U.S. Marine Corps. When various measures of ability were used to predict success of recruits in training, sizeable differences in regression equations were found between men and women. The study showed that selected deletion of extraneous Armed Services Vocational Aptitude Battery (ASVAB) variables maintained overall predictive efficiency but did not entirely remove the differences between subgroup regressions. When the attainment of a high-school diploma was considered, however, subgroup differences between predicted scores were substantially reduced. Implications of these empirical results for the general problem of military personnel selection are discussed.	32
1988	Graves, L. M., & Powell, G. N. (1988). An investigation of sex discrimination in recruiters' evaluations of actual applicants. Journal of Applied Psychology, 73(1), 20.	This study investigated whether sex discrimination existed in recruiters' evaluations of applicants in real employment interviews and, if so, whether other variables could explain it. The variables examined were the perceived similarity of the applicant to the recruiter, the interpersonal attraction felt by the recruiter toward the applicant, and the applicant's objectively measured and subjectively measured qualifications. Applicant sex did not directly or indirectly affect recruiters' evaluations of applicants in campus interviews, providing no evidence of sex discrimination. Instead, subjective qualifications had a significant effect on evaluations and also mediated the effects of perceived similarity, interpersonal attraction, and objective qualifications on evaluations. Recruiters saw stronger subjective qualifications in applicants with high scholastic performance whom they viewed as similar to themselves and whom they liked. Perceptions of these qualifications, in turn, were the primary determinant of evaluations	133
1988	Turban, D. B., & Jones, A. P. (1988). Supervisor-subordinate similarity: types, effects, and mechanisms. Journal of Applied Psychology, 73(2), 228.	Three types of supervisor-subordinate similarity were identified: (a) perceived similarity, perceptions of how similar the supervisor and subordinate are; (b) perceptual congruence, similarity of perceptions about behaviors important in receiving a high merit pay raise; and (c) actual similarity of individual characteristics. The relation(s) among the types of similarity and of each type with various employee outcomes were examined. Results supported the distinctions among types. Each type was related to subordinate performance. Results were less consistent for job satisfaction and pay ratings. Perceived similarity yielded the strongest relation with the dependent variables. The findings also suggest that similarity affects evaluations not only through bias, but also partly because of differences in supervisor-subordinate interactions.	369
1988	Dobbins, Gregory H.; Cardy, Robert L.; Truxillo, Donald M.; Journal of Applied Psychology, Vol 73(3), Aug, 1988 pp. 551-558.	We investigated the effects of purpose of appraisal and individual differences in stereotypes of women on the evaluations of male and female ratees in two studies. In Study 1, 52 female and 51 male undergraduate students with traditional or nontraditional stereotypes of women evaluated written vignettes of either male or female ratees. Raters were informed that their evaluations would be used for scale development (experimental purposes) or for merit pay and promotion decisions (administrative decisions). Analyses revealed that female ratees were evaluated less accurately by raters with traditional stereotypes of women than by raters with nontraditional stereotypes of women. Such differences occurred, however, only when appraisals were made for administrative decisions. In Study 2, 810 raters with traditional or nontraditional stereotypes of women evaluated the teaching effectiveness of eight male and six female professors. Analyses indicated that women were evaluated more favorably by raters with nontraditional stereotypes of women than by raters with traditional stereotypes of women. Implications of the findings for sex differences in appraisal, future research, and organizational effectiveness are discussed	112

1989	Giambra, Leonard M.; Quilter, Reginald E.; Journal of Applied Psychology, Vol 74(1), Feb, 1989 pp. 91-95.	We used a life span sample of 18- to 91 -year-old men (n = 176) and women (n = 108) to investigate sex differences and the effect of age on sex differences in performance and arousal during a 62-min no-memory-demand sensory vigilance task (Mackworth's Clock-Test). We observed sex differences in target response time and on measures of autonomic arousal; women were slower and less aroused than men. A review of the literature, in conjunction with the results of this study, led to our concluding that women are slower to respond to targets than men and that women may tend to detect fewer targets than men only when they are young (18-29 years old). Sex differences in arousal levels were consistent with an arousal explanation of sex differences in response time. However, detection accuracy and false alarm rates were not consistent with sex differences in arousal levels. Sex differences in the time course of vigilance performance were inconsistent. Age did not significantly moderate the sex differences in vigilance decrement.	
1989	Schmitt, N., & Cohen, S. A. (1989). Internal analyses of task ratings by job incumbents. Journal of Applied Psychology, 74(1), 96.	A total of 411 middle-level managers in three Civil Service occupational groups responded to 111 items of a task inventory using Time Spent and Difficulty rating scales. Factor and item analyses were used to form two homogeneous subsets of tasks labeled general administrative (75 items) and supervisory tasks (18 items). Analyses of variance conducted on each item indicated there were few differences between respondents of different demographic subgroups, although there were a sizable number of occupational differences. Sexsubgroup differences were primarily due to fewer women than men reporting that they were involved in tasks of a budgetary or financial nature and tasks that involved speaking or interacting with large groups of people outside the organization. Ethnic group differences were due to non-White job incumbents more frequently reporting that they did not perform a task than did their White colleagues.	73
1989	Pulakos, E. D., White, L. A., Oppler, S. H., & Borman, W. C. (1989). Examination of race and sex effects on performance ratings. Journal of Applied Psychology, 74(5), 770.	The effects of rater source, rater and ratee race, rater and ratee sex, and job type were investigated on ratings collected for 8,642 first-term Army enlisted personnel. Ratings were made on 10 behaviorally based dimensions developed for evaluating all first-term soldiers. Results of between-Ss analyses similar to those conducted in past research revealed significant main effects and interactions for sex, race, rater source, and job type, but the variance accounted for by these effects was minimal. Repeated measures analyses were also performed, with each ratee evaluated by one Black and one White rater for the race effects analyses and one female and one male rater for the sex effects analyses. These analyses, which unconfounded rater bias and actual performance differences, yielded results similar to those obtained with the between-Ss design. Implications of the findings are discussed.	208
1989	Rynes, S. L., Weber, C. L., & Milkovich, G. T. (1989). Effects of market survey rates, job evaluation, and job gender on job pay. Journal of applied psychology, 74(1), 114.	We investigated the effects of current pay, market surveys, job evaluation points, job gender, and rater sex on pay rates for jobs. A total of 406 compensation administrators assigned new pay rates to nine jobs in one of two matched job sets, either all predominantly female or all predominantly male. The two sets were matched on all quantitative data (current rate, market rate, and job evaluation points) but varied in terms of job titles and descriptions. We conducted multiple analyses of variance and regression analyses to determine whether job gender had a significant effect on assigned pay rates, holding other factors constant. Regardless of the analysis, no evidence of gender bias was found. Limitations and suggestions for future research are offered.	41
1989	Goktepe, Janet R.; Schneier, Craig E.; Journal of Applied Psychology, Vol 74(1), Feb, 1989 pp. 165-167.	Examined the influence of sex, gender role characteristics, and interpersonal attractiveness on the selection of emergent leaders. Data were collected on 2 occasions from 122 subjects in 28 task groups performing "sex neutral" tasks for valued rewards over many weeks of interaction. Results showed no significant difference in the proportion of men and women to emerge as leaders through intragroup sociometric choice. Regardless of sex, group members with masculine gender role characteristics emerged as leaders significantly more than those with feminine, androgynous, or undifferentiated gender role characteristics. Emergent leaders received significantly higher interpersonal attractiveness ratings than nonleaders within groups.	26

1989	Heilman, Madeline E.; Block, Caryn J.; Martell, Richard F.; Simon, Michael C.; Journal of Applied Psychology, Vol 74(6), Dec, 1989 pp. 935-942.	This study both replicates and extends research conducted by Schein (1973). 268 managers used a 92-item attribute inventory to rate 1 of 7 target groups: men (in general, managers, or successful managers), women (in general, managers, or successful managers), or successful middle managers. Results closely paralleled those of the earlier study, indicating that men in general still are described as more similar to successful managers than are women in general. Results also indicated that, although the correspondence between descriptions of women and successful managers increased dramatically when women were depicted as managers, they continued to be seen as more different from successful managers than were men. Furthermore, when women were depicted as managers, perceived differences in many attributes central to managerial performance persisted, dissipating only with an explicit indication of managerial success.	602
1989	Martocchio, Joseph J.; O'Leary, Anne M.; Journal of Applied Psychology, Vol 74(3), Jun, 1989 pp. 495-501.	Meta-analysis was performed on 15 studies that examined sex differences in occupational stress. Contrary to previous qualitative literature reviews, these results indicate that there are no sex differences in experienced and perceived work stress. Moderator analyses were conducted. Because null results were obtained, a discussion of empirical and theoretical shortcomings in the sex-occupational stress literature was presented for consideration by future researchers.	
1989	McEvoy, Glenn M.; Cascio, Wayne F.; Journal of Applied Psychology, Vol 74(1), Feb, 1989 pp. 11-17.	On the basis of a review of 22 years of articles published in 46 behavioral science journals, we found a total of 96 independent studies that reported age-performance correlations. Total sample size was 38,983 and represented a broad cross-section of jobs and age groups. Meta-analysis procedures revealed that age and job performance generally were unrelated. Furthermore, there was little evidence that the type of performance measure (ratings vs. productivity measures) or type of job (professional vs. nonprofessional) moderated the relation between age and performance significantly. However, for very young employees the relation between age and job performance was consistent and modestly positive. Implications of these results for future research are discussed.	486
1990	Avolio, B. J., & Waldman, D. A. (1990). An examination of age and cognitive test performance across job complexity and occupational types. Journal of Applied Psychology, 75(1), 43.	In this study, job complexity and occupational type were examined as potential moderators of the relationship between age and cognitive ability. Data include general, verbal, and numerical ability scores for 21,646 individuals in the General Aptitude Test Battery (GATB) data base. These individuals comprised 102 unique samples and 10 major occupational groups. Differences in the relationship between age and cognitive ability test scores were observed across occupational types but not for different levels of job complexity. Findings were discussed in terms of a need for research that examines specific life and work experiences and how such experiences may influence an individual's cognitive abilities across the life span.	78
1990	Stone, T. H., & Athelstan, G. T. (1969) The SVIB for women and demographic variables in the prediction of occupational tenure. Journal of Applied Psychology, 53(5), 408-412.	The hypothesis was examined that organizational specificity of biodata validity results from the methods typically used to select and key items. In this study, items were initially screened for job relevance, keying was based on large samples from multiple organizations, and items were retained only if they showed validity across organizations. Cross-validation was performed on approximately 11,000 first-line supervisors in 79 organizations. The resulting validities were meta-analyzed across organizations, age levels, sex, and levels of education, supervisory experience, and company tenure. In all cases, validities were generalizable. Validities were also stable across time and did not appear to stem from measurement of knowledge, skills, or abilities acquired through job experience. Finally, these results provide additional evidence against the hypothesis of situational specificity of validities, the first large-sample evidence in a noncognitive domain.	138
1990	Dreher, G. F., & Ash, R. A. (1990). A comparative study of mentoring among men and women in managerial, professional, and technical positions. Journal of Applied Psychology, 75(5), 539.	Linkages between a global measure of mentoring experiences, gender, and 4 outcome variables were investigated. Also, the moderating effects of gender were examined to determine whether mentoring is differentially associated with career outcomes for men and women. Business school graduates (147 women and 173 men) provided information about their backgrounds, companies, positions, mentoring practices, compensation, and compensation satisfaction. Individuals experiencing extensive mentoring relationships reported receiving more promotions, had higher incomes, and were more satisfied with their pay and benefits than individuals experiencing less extensive mentoring relationships. There were no gender differences with regard to the frequency of mentoring activities, and gender did not moderate mentoring-outcome relationships. The results are discussed within the context of a \$7,990 income difference between men and women.	1011

1990	Fagenson, E. A. (1990). Perceived masculine and feminine attributes examined as a function of individuals' sex and level in the organizational power hierarchy: A test of four theoretical perspectives. <i>Journal of Applied Psychology</i> , 75(2), 204.	Predictions derived from four theoretical formulations, the gender-centered, organization structure, gender-organization, and gender-organization-system perspectives, were tested. Men and women in upper and lower level jobs in a large corporation completed the Masculine and Feminine scales of the Personal Attributes Questionnaire. In support of the organization structure perspective, perceptions of masculine attributes were found to be related to individuals' level in the organizational power hierarchy: upper level men and women reported possessing more masculine characteristics than did individuals at the lower levels. In support of the gender-centered perspective, perceptions of feminine attributes were found to be related to individuals' gender: Women reported being more feminine than men. The gender-organization and gender-organization-system perspectives were not supported. Explanations for these results as well as the implications of these findings are discussed.	161
1991	Waldman, D. A., & Avolio, B. J. (1991). Race effects in performance evaluations: Controlling for ability, education, and experience. <i>Journal of Applied Psychology</i> , 76(6), 897.	Examined the effects of ratee and rater race (Black or White) on performance evaluations of 21,547 individuals employed in 10 occupational categories. Hierarchical regression analyses produced a significant main effect attributable to ratee race, although the magnitude of this effect varied across occupational types. There was no evidence of a same-race (rater–ratee) interaction effect, and race of the rater and ratee accounted for little variance in performance evaluations after individual differences in ability and length of experience were controlled. It is recommended that researchers examine the qualitative experiences of White and Black employees to determine what may account for differences in these groups' performance.	85
1991	Heilman, M. E., Rivero, J. C., & Brett, J. F. (1991). Skirting the competence issue: Effects of sex-based preferential selection on task choices of women and men. <i>Journal of Applied Psychology</i> , 76(1), 99.	Undergraduates participated in 2 different laboratory studies in which they were selected for a high-status male sex-typed role either on the basis of merit or preferentially on the basis of their sex. They subsequently were given a choice of 2 tasks to work on, one more demanding than the other. Results of the 1st study indicated that, as predicted, selection method affected the task preference of women but not men. Only women participated in the 2nd study, in which the role of self-perceptions of competence as a mediating factor in the relationship between selection method and task choice was examined further. As anticipated, results indicated that only when information was left ambiguous did preferential selection have adverse effects. The theoretical and organizationally relevant implications of the findings are considered.	96
1991	Sackett, P. R., & DuBois, C. L. (1991). Rater–ratee race effects on performance evaluation: Challenging meta-analytic conclusions. <i>Journal of Applied Psychology</i> , 76(6), 873.	Examined the effects of rater and ratee race on performance ratings by comparing data from 3 sources: a large-scale civilian study, a large-scale military study (E. D. Pulakos et al, 1989), and a meta-analytic study (K. Kraiger and J. K. Ford, 1985). Results from the civilian and military data converged, but they differ from the meta-analytic results and challenge the conclusion that raters generally give more favorable ratings to members of their own race.	121
1991	Gerhart, B., & Rynes, S. (1991). Determinants and consequences of salary negotiations by male and female MBA graduates. <i>Journal of Applied Psychology</i> , 76(2), 256.	Although it has been suggested that women negotiate over salaries less frequently than men, there is little empirical evidence on this point. Moreover, outside of laboratory settings, there are no investigations of whether, or to what extent, such negotiations actually pay off in higher salary outcomes for either men or women. The salary negotiating behaviors and starting salary outcomes of 205 graduating MBA students were investigated within a power and dependence theoretical framework. Results did not support the notion that women negotiate less than men. However, women did obtain lower monetary returns from negotiation (4.3% starting salary increment for men versus 2.7% for women). Over the course of a career, the accumulation of such differences may be substantial. Implications and suggestions for future research are discussed.	183
1991	Gillett, R. (1991). A quota selection paradox. <i>Journal of applied psychology</i> , 76(5), 746.	Quota selection guarantees that the proportions of minority and majority group members among appointees are the same as the proportions in the applicant population. If the test scores of minority and majority populations are identically distributed, it would seem evident that the average scores of appointees from the 2 populations would not be expected to differ. Surprisingly, it can be shown that under quota selection the expected mean score of minority appointees is always lower than that of majority appointees. Although the effect is small, it could lead to errors of inference in applied settings.	1
1991	Lindsay, D. S., Jack, P. C., & Christian, M. A. (1991). Other-race face perception. <i>Journal of Applied Psychology</i> , 76(4), 587.	The other-race effect (or own-race bias or cross-racial identification effect) refers to the finding that recognition memory tends to be better for faces of members of Ss' own race than for faces of members of other races. The current study was designed to test the hypothesis that perceptual skills specific to identifying faces of particular racial groups contribute to this effect. On each of 50 trials, a photograph of a face was tachistoscopically presented for 120 msec, followed by a pattern mask and then a plain-view test pair composed of the previously presented face and a matched foil. As predicted, an other-race effect was obtained on this perceptual task: White Ss performed significantly more poorly on trials involving African American faces than on trials involving White faces, whereas no such difference was obtained among African American Ss.	120

1991	Sackett, P. R., DuBois, C. L., & Noe, A. W. (1991). Tokenism in performance evaluation: The effects of work group representation on male-female and White-Black differences in performance ratings. <i>Journal of Applied Psychology</i> , 76(2), 263.	Male-female differences in performance ratings were examined in 486 work groups across a wide variety of jobs and organizations. As suggested by the sex stereotyping literature, women received lower ratings when the proportion of women in the group was small, even after male-female cognitive ability, psychomotor ability, education, and experience differences were controlled. Replication of the analyses with racial differences (White-Black) in 814 work groups demonstrated that group composition had little effect on performance ratings. The effects of group composition on stereotyping behaviors do not appear to generalize to all minority contexts.	254
1992	Heilman, M. E., Block, C. J., & Lucas, J. A. (1992). Presumed incompetent? Stigmatization and affirmative action efforts. <i>Journal of Applied Psychology</i> , 77(4), 536.	Two studies investigated whether a stigma of incompetence marks those associated with affirmative action programs. In an experiment, 129 male and female undergraduates reviewed the application materials of someone said to be recently hired for 1 of 2 jobs. The hiree was either a man or a woman, and the woman either was or was not associated with an affirmative action program. The affirmative action label was found to negatively affect the perceived competence of women hirees regardless of the degree to which the job was male sex-typed. A field investigation in which 184 White men provided information about their co-workers supported these results. It additionally demonstrated that the relationship between perceived competence and presumed affirmative action status held not only when co-workers were White women but when they were Black men and Black women as well. The affirmative action label also was associated with negative characterizations of activity and potency and, in the field study, interpersonal attributes and prognoses for career progress.	298
1992	Oppler, S. H., Campbell, J. P., Pulakos, E. D., & Borman, W. C. (1992). Three approaches to the investigation of subgroup bias in performance measurement: Review, results, and conclusions. <i>Journal of Applied Psychology</i> , 77(2), 201.	Three methods of assessing subgroup bias in performance measurement commonly found in the literature are identified. After a review of these approaches, findings are reported from analyses of data collected in the US Army's Project A (J. P. Campbell, 1987). Correlations between nonrating performance measures and supervisor ratings were generally not moderated by race, but correlations between nonrating indicators of negative performance and ratings assigned by peers were. In addition, significant interactions between rater and ratee race on performance ratings were not eliminated when variance in the nonrating measures was removed from the ratings provided by Black and White raters. Conclusions about the magnitude and nature of bias in supervisor and peer ratings are discussed	64
1992	Witt, L. A., & Nye, L. G. (1992). Gender and the relationship between perceived fairness of pay or promotion and job satisfaction. <i>Journal of Applied psychology</i> , 77(6), 910.	J. Brockner and L. Adsit (1986) found that satisfaction with an exchange relationship was more strongly related to perceptions of equity among men than women. A. Kahn (1972) reported that men were more likely than women to distribute outcomes to individuals in direct proportion to their input. The authors evaluated potential gender differences among 12,979 personnel in 30 different organizational systems in (1) correlations between fairness and job satisfaction scores and (2) standardized group differences in the perceived amounts of pay and promotion fairness and expressed levels of facet and global job satisfaction. The fairness-satisfaction relationship was not higher for men, and there were no practical differences in fairness perceptions and job satisfaction between men and women	227
1992	Stroh, L. K., Brett, J. M., & Reilly, A. H. (1992). All the right stuff: A comparison of female and male managers' career progression. <i>Journal of applied psychology</i> , 77(3), 251.	Examined the career progression of male and female managers employed by 20 Fortune 500 corporations. All study participants had been geographically transferred for career advancement during the 2 yrs preceding the study. Nevertheless, the women lagged behind the men with respect to salary progression and frequency of job transfers. Although the women had done "all the right stuff" (getting a similar education as the men, maintaining similar levels of family power, working in similar industries, not moving in and out of the work force, not removing their names from consideration for a transfer more often) it was still not enough. There were still significant disparities in men's and women's salary progression and geographic mobility.	436
1992	Arvey, R. D., Landon, T. E., Nutting, S. M., & Maxwell, S. E. (1992). Development of physical ability tests for police officers: A construct validation approach. <i>Journal of Applied Psychology</i> , 77(6), 996.	A construct validation approach was followed to affirm that 8 physical ability test events were significantly related to 2 important constructs underlying the job performance of police officers: strength and endurance. A sample of 115 incumbent police officers took 8 physical ability tests and were rated by supervisors on their physical performances in their job. LISREL methods were used to test the model specified, and a reasonable fit was achieved. Portions of the model were tested on an independent sample of 161 applicants; the fit of the model was again acceptable. A nomological network of relationships, in which strength and endurance factors correlated in expected directions with other physiological and demographic variables, was hypothesized and tested. Finally, the data were examined for potential gender differences and bias. Considerable differences were shown between men and women on both test and performance variables, and women would be overpredicted if a common regression line were used for selection purposes.	58



1992	Cleveland, J. N., & Shore, L. M. (1992). Self-and supervisory perspectives on age and work attitudes and performance. <i>Journal of applied Psychology</i> , 77(4), 469.	Person- and context-oriented definitions of age were used to predict 3 sets of work outcomes: work attitudes, performance ratings, and reports of developmental practices. The 5 age measures included employee chronological age, employee subjective age (i.e., self-perceptions of age), and social age (i.e., others' perceptions of age), as well as self- and supervisors' perceptions of the employee's relative age (i.e., compared with the employee's work group). The study assessed (1) the relationships among the age measures, (2) the additive relationships among the age measures that predicted work outcomes, and (3) the interactive relationships among the age measures that predicted work outcomes. Each prediction received some support except for number (2). Furthermore, many of the age-work-outcome relationships were replicated in the managerial sample. Implications for the use of alternative age measures are discussed.	257
1992	Jackson, L. A., Gardner, P. D., & Sullivan, L. A. (1992). Explaining gender differences in self-pay expectations: Social comparison standards and perceptions of fair pay. <i>Journal of Applied Psychology</i> , 77(5), 651.	Examined gender differences in self-pay expectations and the factors that mediate these differences. On the basis of B. Major and E. Konar's (1984) model, 5 mediators were considered: career paths, objective job inputs, perceived job inputs, job facet importance, and social comparison standards. The mediating role of a 6th factor, fair pay standards, was also examined. College seniors planning to enter a variety of occupational fields completed the Career Expectations Survey, which assessed their self-pay expectations and the 6 mediating factors. Findings indicate that, regardless of occupational field, women had lower career-peak self-pay expectations than men. The best mediator of the gender gap in self-pay expectations was fair pay standards. Implications for future research on the construct of fair pay standards and its importance in understanding the gender wage gap are discussed.	88
1992	Lin, T. R., Dobbins, G. H., & Farh, J. L. (1992). A field study of race and age similarity effects on interview ratings in conventional and situational interviews. <i>Journal of Applied Psychology</i> , 77(3), 363.	Examined the effects of interviewer and interviewee race and age similarity on interview outcomes under 2 different interview formats: a conventional structured panel interview and a situational panel interview. A total of 2,805 applicants were interviewed. The panels consisted of same-, mixed-, or different-race and same-, mixed-, or different-age groups. Analyses revealed stronger same-race effects with the conventional structured interview than with the situational interview. Furthermore, these same-race effects could be avoided by using mixed-race interview panels. No age similarity effects were detected with either interview procedure. Implications for future research and practice are discussed.	142
1993	DuBois, C. L., Sackett, P. R., Zedeck, S., & Fogli, L. (1993). Further exploration of typical and maximum performance criteria: Definitional issues, prediction, and White-Black differences. <i>Journal of Applied Psychology</i> , 78(2), 205.	Addresses differences between typical and maximum performance criteria with a threefold purpose. First, the growing recognition that it is important to distinguish between typical and maximum performance criteria is examined. Second, clarification of definitional and measurement issues are addressed. Third, results of an empirical study are offered to contribute to the new knowledge base regarding typical and maximum performance criteria. The study investigates differences in validities of cognitive ability predictor measures against supermarket cashier typical and maximum performance criteria reflecting speed and accuracy. White-Black mean score differences on typical and maximum performance criteria are also examined	111
1993	Maxwell, S. E., & Arvey, R. D. (1993). The search for predictors with high validity and low adverse impact: Compatible or incompatible goals?. <i>Journal of Applied Psychology</i> , 78(3), 433.	Many researchers and personnel selection specialists appear to believe that validity must often be sacrificed to reduce adverse impact. This belief may be bolstered by an interpretation of the Uniform Guidelines on Employee Selection Procedures (Equal Employment Opportunity Commission, 1978) that alternative selection methods should be sought in an effort to reduce adverse impact as long as the accompanying reduction in validity is not too large. The authors show that, contrary to popular belief, within the universe of fair tests (as defined by T. A. Cleary, 1968), the most valid selection method will necessarily produce the least adverse impact. Although a less valid selection method can have less adverse impact than the most valid fair method, such an alternative necessarily fails to meet Cleary's fairness criterion. Thus, for fair tests, maximizing validity also minimizes adverse impact.	38
1993	Silva, J. M., & Jacobs, R. R. (1993). Performance as a function of increased minority hiring. <i>Journal of applied psychology</i> , 78(4), 591.	Examined the impact of increasing the percentage of hires (above the T. A. Cleary [1968] fair-hiring level) from minority groups with demonstrated lower average job performance. Increased minority hiring resulted in only a small performance loss, even when minority hiring exceeded the minority applicant representation. However, when minorities were hired at a rate equal to or greater than their applicant representation, the expected performance loss among the hired minorities was much greater than performance loss across all hires. More important, the discrepancy in performance between majority and minority hires increased as minority hiring increased. With minority hiring above the level of minority applicant representation, this discrepancy exceeded the population difference in performance between the 2 groups. These findings suggest additional considerations when raising minority hiring above minority applicant representation.	13

1993	Heilman, M. E., Kaplow, S. R., Amato, M. A., & Stathatos, P. (1993). When similarity is a liability: Effects of sex-based preferential selection on reactions to like-sex and different-sex others. <i>Journal of Applied Psychology</i> , 78(6), 917.	In 2 laboratory studies, 145 male and female undergraduates were selected for the role of manager either on the basis of merit or preferentially on the basis of their sex. Results of the 1st study indicate that when female Ss had been selected preferentially as compared with on a merit basis, they reacted more negatively to female (but not to male) applicants for an entry-level position in terms of personnel evaluations and competence ratings and they recommended female applicants for hire less frequently and less enthusiastically. No differences in personnel evaluations were found as a result of preferential selection when the Ss were male (Study 1) or when Ss were provided with favorable information about their ability (Study 2). Implications for implementation of affirmative action programs are discussed.	46
1993	Kravitz, D. A., & Platania, J. (1993). Attitudes and beliefs about affirmative action: Effects of target and of respondent sex and ethnicity. <i>Journal of Applied Psychology</i> , 78(6), 928.	349 undergraduates at a multicultural metropolitan university were surveyed to assess (1) beliefs and evaluations of potential components of affirmative action plans (AAPs), (2) correlations between attitudes toward affirmative action and such beliefs and evaluations, (3) differences in reactions as a function of the AAP target (minorities, women, or people with disabilities), and (4) gender and ethnic differences in the results of 1, 2, and 3. Many beliefs about affirmative action were incorrect. Recruitment, training, and attention to applicant qualifications were favored, whereas discrimination, quotas, and preferential treatment were opposed. Opposition to potential AAP components was directly related to the weight given to demographic status. Responses varied depending on respondent gender and ethnicity. Conflict associated with affirmative action can be minimized by eliminating certain misperceptions about AAPs and by incorporating positively evaluated components.	235
1993	Stevens, C. K., Bavetta, A. G., & Gist, M. E. (1993). Gender differences in the acquisition of salary negotiation skills: the role of goals, self-efficacy, and perceived control. <i>Journal of Applied Psychology</i> , 78(5), 723.	Examined the effectiveness of different training programs in men's and women's acquisition of salary negotiation skills. MBA students received a 2-stage training program that provided initial content instruction in negotiation tactics, followed by supplemental training in either goal setting or self-management. After both training sessions, participants conducted salary negotiations with trained confederates who used standardized guides to award salary increases. Results indicated that, although women negotiated lower salaries than men following the initial training, controlling for goals eliminated this difference. Analysis of salary improvements following supplemental training revealed that gender differences were reduced for self-management participants only. Changes in perceived control over the negotiation appeared to mediate this effect. Implications of these findings for understanding training effectiveness are discussed.	187
1994	Pingitore, R., Dugoni, B. L., Tindale, R. S., & Spring, B. (1994). Bias against overweight job applicants in a simulated employment interview. <i>Journal of Applied Psychology</i> , 79(6), 909.	This study assessed whether moderately obese individuals, especially women, would be discriminated against in a mock employment interview. Potential confounding factors were controlled by having 320 Ss rate videotapes of a job interview that used the same professional actors appearing as normal weight or made up to appear overweight by the use of theatrical prostheses. Results suggested that bias against hiring overweight job applicants does exist, especially for female applicants. Bias was most pronounced when applicants were rated by Ss who were satisfied with their bodies and for whom perceptions of their bodies were central to self-concept. The decision not to hire an obese applicant was, however, only partially mediated by personality attributions. Implications and limitations of these results are discussed.	161
1994	Blanchard, F. A., Crandall, C. S., Brigham, J. C., & Vaughn, L. A. (1994). Condemning and condoning racism: A social context approach to interracial settings. <i>Journal of Applied Psychology</i> , 79(6), 993.	Campus racial harassment provided the context for an experiment, replicated over 3 different campus samples, regarding the effects of social influence on Whites' reactions to racism. Hearing someone condemn racism led Ss to express significantly stronger antiracist opinions than occurred following exposure to a no-influence control condition. Furthermore, hearing someone condone racism led Ss to adopt significantly less strong antiracist positions than when no other opinions were introduced. The robust social influence effects were obtained regardless of whether the source was White or Black or whether Ss responded publicly or privately. A social context approach to interracial settings is discussed.	236
1994	McRae, M. B. (1994). Influence of sex role stereotypes on personnel decisions of Black managers. <i>Journal of applied psychology</i> , 79(2), 306.	The influence of sex role stereotypes on the hiring decisions of Black managers was investigated. A 2 × 2 × 2 factorial design and a multivariate analysis of variance (MANOVA) were used to analyze the relationship between sex of respondent, sex of applicant, and job sex type. Respondents were 131 managers who rated either a Black man or a Black women for a stereotypically female- or male-sex-typed job on a Likert-type scale. There were significant findings on 3 of the 7 dependent variables: potential to work, potential to complete tasks, and technical potential. Men were rated more favorably for the male-sex-typed job and women were rated more favorably for the female-sex-typed job. However, sex stereotyping was more pronounced for the female-sex-stereotyped job than for the male-sex-stereotyped job on some dependent variables. Results are discussed in regard to the unique experiences of Black men and women in American society.	17

1995	Finkelstein, L. M., Burke, M. J., & Raju, M. S. (1995). Age discrimination in simulated employment contexts: An integrative analysis. <i>Journal of Applied Psychology</i> , 80(6), 652.	In the area of age discrimination in simulated employment settings, the present study meta-analytically tested 4 primary hypotheses derived from the social psychological stereotyping literature, referred to as the in-group bias, job information, salience, and job stereotype hypotheses. In general, the results supported the in-group bias, job information, and salience hypotheses, in that younger raters tended to give less favorable ratings to older workers when they were not provided with job-relevant information about the workers and when they concurrently rated old and young workers. Future research, including the initiation of research on economic-based age stereotypes, as well as practice directions related to valuing age diversity in organizational stakeholder groups are discussed.	330
1995	Dvir, T., Eden, D., & Banjo, M. L. (1995). Self-fulfilling prophecy and gender: Can women be Pygmalion and Galatea?. <i>Journal of Applied Psychology</i> , 80(2), 253.	To date, all published confirmations of the Pygmalion hypothesis among adults have involved men. The few studies among women have had methodological ambiguities. The authors conducted 2 experiments in the Israel Defense Forces to test the Pygmalion hypothesis among women. In both studies, the leaders were led to believe that the trainees randomly assigned to the Pygmalion condition had higher than usual potential. Experiment 1 tested the Pygmalion hypothesis among female officer cadets led by women. Although the treatment did raise expectations, none of the performance measures and none of the mediators or the moderators evidenced any expectancy effects. Experiment 2 tested the Pygmalion hypothesis among women and men taking the same course in gender-segregated platoons. The Pygmalion hypothesis was confirmed among men led by a man and among women led by a man but not among women led by a woman. The authors concluded that the Pygmalion effect can be produced among women but perhaps not by women. Pygmalion research among women leading men is now needed.	55
1996	Heilman, M. E., McCullough, W. F., & Gilbert, D. (1996). The other side of affirmative action: Reactions of nonbeneficiaries to sex-based preferential selection. <i>Journal of Applied Psychology</i> , 81(4), 346.	Researchers studied 162 male undergraduates in an experiment designed to investigate how the experience of unfair treatment affects the reactions of nonbeneficiaries of sex-based preferential selection in terms of responses to the work task, characterizations of the woman beneficiary, and prosocial orientation to the work setting. The basis of selection (merit or preference), the comparative ability of the participant and the selectee (superior, inferior, equal, or unknown) and the presence or absence of one type of explanatory justification for the selection decision (an ideological account) were systematically varied. Results indicated that preferential selection can produce negative reactions on the part of nonbeneficiaries. However, reactions to preferential selection were not always uniform, and procedural and distributive aspects of unfairness concerns were found to have consequences for different types of nonbeneficiary reactions. In addition, the mitigating effects of the ideological account were found to be limited to situations in which the beneficiary and nonbeneficiary were believed to be equally qualified.	85
1996	Bobocel, D. R., & Farrell, A. C. (1996). Sex-based promotion decisions and interactional fairness: Investigating the influence of managerial accounts. <i>Journal of Applied Psychology</i> , 81(1), 22.	The purpose of Experiment 1 was to examine the relative effect of 2 types of managerial accounts, a causal account, in which the decision maker minimizes personal responsibility, and an ideological account, in which the decision maker assumes responsibility and provides a justification, on White male observers' perceptions of interactional fairness following a sex-based promotion decision. Results showed that, compared with either the causal account or a control condition, men perceived significantly more interactional fairness in the ideological account condition. In Experiment 2, the justification and responsibility dimensions that were intentionally confounded in the ideological account in Experiment 1 were separated. Results showed that providing an adequate justification was both necessary and sufficient to influence perceptions of interactional fairness.	70
1996	Dreher, G. F., & Cox Jr, T. H. (1996). Race, gender, and opportunity: a study of compensation attainment and the establishment of mentoring relationships. <i>Journal of Applied Psychology</i> , 81(3), 297.	In this article, hypotheses concerned with how race, gender, and mentoring experiences account for compensation outcomes among master of business administration (MBA) program graduates are considered. African-American and Hispanic MBAs were less likely than their White counterparts to establish mentoring relationships with White men. Women with MBAs were less likely than men with MBAs to form such relationships. Graduates who had been able to establish mentoring relationships with White men displayed an average annual compensation advantage of \$16,840 over those with mentors displaying other demographic profiles. There were no compensation differences between those who had established mentoring relationships with women or minority men and those who had not established a mentoring relationship.	491
1996	Marlowe, C. M., Schneider, S. L., & Nelson, C. E. (1996). Gender and attractiveness biases in hiring decisions: are more experienced managers less biased?. <i>Journal of Applied Psychology</i> , 81(1), 11.	The relationship of managerial experience to gender and attractiveness biases was examined in decisions involving suitability for hire and probable organizational progression within a typical financial institution. Each of 112 managers evaluated 4 equivalent résumé-data sheets, to which different candidate photographs were attached. The photographs were varied using a 2 X 2 (Gender X Attractiveness) design wherein each photograph depicted a woman or a man who was either highly attractive or slightly below average in attractiveness. For both ratings and rankings of candidates, clear evidence of attractiveness and gender biases were present. The extent of the bias was generally smaller for the most experienced managers, although less attractive female applicants were routinely at a disadvantage regardless of managerial experience.	255

1996	Perry, E. L., Kulik, C. T., & Bourhis, A. C. (1996). Moderating effects of personal and contextual factors in age discrimination. <i>Journal of Applied Psychology</i> , 81(6), 628.	The researchers explored personal and contextual factors that inhibit or facilitate the use of older worker stereotypes in a selection context. The authors suggest that older worker stereotypes are more likely to be used and influence applicant evaluations when raters are biased against older workers, when raters do not have the cognitive resources to inhibit the use of age-associated stereotypes, or when applicants apply for age-incongruent jobs. The researchers explored the extent to which raters differing in older worker bias make discriminatory decisions about young or old individuals applying for age-typed jobs under conditions of high- and low-cognitive demands. A laboratory study was conducted with 131 undergraduate students who evaluated applicants in a simulated employment context. Results indicated that older worker bias, cognitive busyness, and job age-type interact to affect the extent to which applicant age plays a role in selection decisions.	133
1996	Prewett-Livingston, A. J., Feild, H. S., Veres III, J. G., & Lewis, P. M. (1996). Effects of race on interview ratings in a situational panel interview. <i>Journal of Applied Psychology</i> , 81(2), 178.	This study investigated the effects of interviewer race, candidate race, and racial composition of interview panels on interview ratings. Data were collected on 153 police officers applying for promotion. Results confirmed a same-race rating effect (i.e., candidates racially similar to interviewers received higher ratings) for Black and White interviewers on racially balanced panels. A majority-race rating effect (i.e., candidates racially similar to the majority race of panel interviewers received higher ratings) existed for Black and White interviewers on primarily White panels. Rating patterns of Black and White interviewers on primarily Black panels also suggested a majority-race rating effect. Racial composition of selection interview panels in combination with interviewer and candidate race were proposed as variables affecting candidates' ratings.	66
1997	Hatrup, K., Rock, J., & Scalia, C. (1997). The effects of varying conceptualizations of job performance on adverse impact, minority hiring, and predicted performance. <i>Journal of Applied Psychology</i> , 82(5), 656.	The present research explored the effects of various strategies of weighting criterion dimensions on adverse impact, minority hiring, and job performance. In particular, this research compared strategies that vary the weight of task and contextual performance dimensions in calculating a composite criterion measure, in terms of their effects on regression weights assigned to predictors and effects on adverse impact, percentage of minorities hired, and predicted performance. With a Monte Carlo simulation based on meta-analytic evidence of multiple predictor and criterion relationships, the authors illustrate how organizations might think through the consequences of varying conceptualizations of job performance in selection contexts. Approaches that simultaneously increase aggregate predicted job performance and reduce adverse impact are described and illustrated.	87
1997	Schneider, K. T., Swan, S., & Fitzgerald, L. F. (1997). Job-related and psychological effects of sexual harassment in the workplace: empirical evidence from two organizations. <i>Journal of Applied Psychology</i> , 82(3), 401.	Previous evidence regarding the outcomes of sexual harassment in the workplace has come mainly from self-selected samples or analogue studies or those using inadequate measures. The sexual harassment experiences, coping responses, and job-related and psychological outcomes of 447 female private-sector employees and 300 female university employees were examined. Discriminant function analyses indicated that women who had not been harassed and women who had experienced low, moderate, and high frequencies of harassment could be distinguished on the basis of both job-related and psychological outcomes. These outcomes could not be attributed to negative affective disposition, attitudes toward harassment, or general job stress. Results suggest that relatively low-level but frequent types of sexual harassment can have significant negative consequences for working women.	588
1997	Chan, D. (1997). Racial subgroup differences in predictive validity perceptions on personality and cognitive ability tests. <i>Journal of Applied Psychology</i> , 82(2), 311.	The relationships between examinees' racial subgroup membership and their perceptions of the predictive validity of a widely used personality test (NEO Five Factor Inventory; P. T. Costa & R. R. McCrae, 1992) and a widely used cognitive ability test (Wonderlic Personnel Test; E. F. Wonderlic, 1984) were examined. Results from 241 undergraduates showed that Black examinees perceived the cognitive ability test as less valid than White examinees, whereas no significant Black-White difference in predictive validity perceptions was observed on the personality test. Results also indicated a significant but small positive association between performance on the cognitive ability test and predictive validity perceptions of the cognitive ability test. Contrary to predictions, there was little evidence that test performance mediated the relationship between race and predictive validity perceptions on the cognitive ability test. Conversely, predictive validity perceptions did not appear to account for any substantial portion of the racial subgroup differences in test performance.	92
1997	Nijenhuis, J. T., & Van Der Flier, H. (1997). Comparability of GATB scores for immigrants and majority group members: Some Dutch findings. <i>Journal of Applied Psychology</i> , 82(5), 675.	The central question addressed in this article is whether the test scores of immigrants and majority group members reflect the same dimensions. Use was made of scores on the Dutch version of the General Aptitude Test Battery on first-generation immigrants (N = 1,322) and majority group members (N = 806) who applied for blue-collar jobs in the Netherlands. The group differences with respect to the construct validity were small. Spearman's hypothesis that general intelligence is the predominant factor determining the size of the differences between 2 groups was borne out significantly. The test can be put to good use for comparisons within culturally homogeneous groups of non-native-born, non-native-language minorities. Use of the test for comparisons between immigrant and majority group members, however, requires supplementary research.	73

1997	Chan, D., & Schmitt, N. (1997). Video-based versus paper-and-pencil method of assessment in situational judgment tests: subgroup differences in test performance and face validity perceptions. <i>Journal of Applied Psychology</i> , 82(1), 143.	On the basis of a distinction between test content and method of testing, the present study examined several conceptually and practically important effects relating race, reading comprehension, method of assessment, face validity perceptions, and performance on a situational judgment test using a sample of 241 psychology undergraduates (113 Blacks and 128 Whites). Results showed that the Black–White differences in situational judgment test performance and face validity reactions to the test were substantially smaller in the video-based method of testing than in the paper-and-pencil method. The Race x Method interaction effect on test performance was attributable to differences in reading comprehension and face validity reactions associated with race and method of testing. Implications of the findings were discussed in the context of research on adverse impact and examinee test reactions.	353
1997	Ragins, B. R., & Scandura, T. A. (1997). The way we were: gender and the termination of mentoring relationships. <i>Journal of Applied psychology</i> , 82(6), 945.	The relationship between gender and the termination of mentoring relationships was assessed in a matched sample of 142 male and female ex-protéges. Counter to prevailing assumptions, when gender differences in rank, salary, tenure, and other demographic and organizational variables were controlled, women did not differ from men in the number or duration of prior relationships or in their reasons for terminating the relationship.	160
1997	Whitney, D. J., & Schmitt, N. (1997). Relationship between culture and responses to biodata employment items. <i>Journal of Applied Psychology</i> , 82(1), 113.	The relationship between Black–White cultural value differences and responses to biodata employment items was investigated. Black and White college students were found to differ in endorsement of cultural values pertaining to basic human nature, the relationship between the individual and nature, temporal focus, and interpersonal relations. Using the loglinear approach suggested by B. F. Green et al (see record 1990-02999-001), the researchers found that over one quarter of the biodata employment items they examined exhibited differential item functioning (DIF) between racial subgroups. Although cultural values of the respondent were related to biodata response option selection, only limited evidence was found for the hypothesis that cultural values are associated with the observed differences in Black–White response choices. Recommendations regarding the further investigation of cultural influences on DIF are discussed.	39
1997	Schmitt, N., Rogers, W., Chan, D., Sheppard, L., & Jennings, D. (1997). Adverse impact and predictive efficiency of various predictor combinations. <i>Journal of Applied Psychology</i> , 82(5), 719.	The effects of number of predictors, predictor intercorrelations, validity, and level of subgroup difference on composite validity, adverse impact ratios, and mean subgroup difference associated with various predictor composites, including and excluding a "high impact" ability measure, were assessed. The size of subgroup differences is substantially smaller when low-impact predictors are combined with a high-impact predictor, but hiring ratios for majority and minority groups still indicate a prima facie case of discrimination, using the fourth-fifths rule for most predictor-criterion combinations. However, the validity of a composite of alternate predictors and cognitive ability may exceed the validity of cognitive ability alone and reduce the size of subgroup differences.	181
1997	Williamson, L. G., Campion, J. E., Malos, S. B., Roehling, M. V., & Campion, M. A. (1997). Employment interview on trial: Linking interview structure with litigation outcomes. <i>Journal of Applied Psychology</i> , 82(6), 900.	The authors linked interview structure and litigation outcomes conceptually and empirically. Using legal and psychological literatures, they established a conceptual link based on reduced opportunities for differential treatment through standardization, reduced potential for bias through increased objectivity, and increased job relatedness. Analyzing decisions regarding 84 disparate treatment claims and 46 disparate-impact claims in federal court cases, they established an empirical link between interview structure and how judges explained their verdicts. The 17 aspects of interview structure were scored in these cases. They collapsed into 3 composites: objective-job related, standardized administration, and multiple interviewers. Most items and composites were significantly related to favorable verdicts for defendants in both types of claims. The objective-job related composite was most highly related, followed by standardized administration. It is concluded that structure enhances interview reliability and validity, and it is also linked to litigation outcomes.	113
1997	Parker, C. P., Baltes, B. B., & Christiansen, N. D. (1997). Support for affirmative action, justice perceptions, and work attitudes: A study of gender and racial–ethnic group differences. <i>Journal of Applied Psychology</i> , 82(3), 376.	Do gender and race-ethnicity moderate people's reactions to perceptions that their organization supports affirmative action/equal opportunity (AA/EO)? This study compared relationships between perceptions of support for AA/EO, distributive and procedural justice, career development opportunities, and work attitudes in 4 groups of federal employees: White men (n = 4,919), White women (n = 1,622), Blacks/Hispanics (n = 492), and Asians (n = 195). Surprisingly, White men did not associate support for AA/EO with a loss in career development opportunities, organizational injustice, or negative work attitudes. For women and racial-ethnic minorities, support for AA/EO was positively linked to perceptions of organizational justice and increased career development opportunities. As predicted, Blacks/Hispanics had more positive reactions than other employee groups. We conclude that support for AA/EO is generally viewed as fair and has positive attitudinal consequences.	145

1997	Brett, J. M., & Stroh, L. K. (1997). Jumping ship: Who benefits from an external labor market career strategy?. <i>Journal of Applied Psychology</i> , 82(3), 331.	The authors evaluated a sample of 610 managers working in 20 Fortune 500 companies in a longitudinal study to test hypotheses about male and female managers' compensation associated with internal and external labor market strategies. Both managers' gender and their labor market experience were hypothesized to affect their total cash compensation. Data confirmed hypotheses, but analyses of differences between male and female managers showed that only the male managers benefited from an external labor market strategy. Female managers who used an external labor market strategy did not receive greater compensation than female managers who used an internal labor market strategy. The discussion focuses on why female managers do not receive the same benefit from an external labor market strategy as male managers.	138
1997	Fitzgerald, L. F., Drasgow, F., Hulin, C. L., Gelfand, M. J., & Magley, V. J. (1997). Antecedents and consequences of sexual harassment in organizations: a test of an integrated model. <i>Journal of Applied Psychology</i> , 82(4), 578.	Sexual harassment of women in organizational settings has recently become a topic of interest to researchers and the general public alike. Although numerous studies document its frequency, the development of conceptual models identifying antecedents and consequences of harassment has proceeded at a slower pace. In this article, an empirical test of a recently proposed conceptual model is described. According to the model, organizational climate for sexual harassment and job gender context are critical antecedents of sexual harassment; harassment, in turn, influences work-related variables (e.g., job satisfaction); psychological states (e.g., anxiety and depression); and physical health. On the basis of a sample of women employed at a large, regulated utility company, the model's predictions were generally supported.	588
1997	Lyness, K. S., & Thompson, D. E. (1997). Above the glass ceiling? A comparison of matched samples of female and male executives. <i>Journal of applied psychology</i> , 82(3), 359.	In this study the authors compare career and work experiences of executive women and men. Female (n = 51) and male (n = 56) financial services executives in comparable jobs were studied through archival information on organizational outcomes and career histories, and survey measures of work experiences. Similarities were found in several organizational outcomes, such as compensation, and many work attitudes. Important differences were found, however, with women having less authority, receiving fewer stock options, and having less international mobility than men. Women at the highest executive levels reported more obstacles than lower level women. The gender differences coupled with women's lower satisfaction with future career opportunities raise questions about whether women are truly above the glass ceiling or have come up against a 2nd, higher ceiling	407
1998	Niemann, Y. F., & Dovidio, J. F. (1998). Relationship of solo status, academic rank, and perceived distinctiveness to job satisfaction of racial/ethnic minorities. <i>Journal of Applied Psychology</i> , 83(1), 55.	The relationships among solo status of racial/ethnic minorities in psychology departments, job satisfaction, and subjective feelings of distinctiveness were examined. Distinctiveness was defined as stigmatizing feelings associated with token status of racial/ethnic minorities in academia. It was hypothesized that minorities in positions of solo (relative to nonsolo) status within their departments, members of more stigmatized groups, and minorities occupying lower academic ranks would feel more distinctive and less satisfied with their jobs and that perceptions of distinctiveness would mediate job satisfaction. The data partially supported these hypotheses, most notably for African Americans. The implications of situational salience and the importance of recognizing differences among and between minority groups are considered.	127
1998	Huffcutt, A. I., & Roth, P. L. (1998). Racial group differences in employment interview evaluations. <i>Journal of applied Psychology</i> , 83(2), 179.	The purpose of this investigation was to assess the effect of race on employment interview evaluations. A meta-analysis of 31 studies found that both Black and Hispanic applicants received interview ratings that on average were only about one quarter of a standard deviation lower than those for White applicants. Thus, interviews as a whole do not appear to affect minorities nearly as much as mental ability tests. Results also suggested that (a) high-structure interviews have lower group differences on average than low-structure interviews, (b) group differences tend to decrease as the complexity of the job increases, and (c) group differences tend to be higher when there is a greater proportion of a minority in the applicant pool. Implications and directions for future research are discussed.	157
1998	Collins, J. M., & Gleaves, D. H. (1998). Race, job applicants, and the Five-Factor Model of Personality: Implications for Black psychology, industrial/organizational psychology, and the Five-Factor Theory. <i>Journal of Applied Psychology</i> , 83(4), 531.	We tested the fit of the five-factor model of personality with a sample of African American (n = 184) and Caucasian (n = 168) job applicants using confirmatory factor analysis with tests of invariance across groups. Indicators for the analyses were responses to the 80 Bipolar Adjective Checklist. The results provided moderate support for the five-factor theory for both groups, and the addition of corresponding constraints on the factor loadings, factor correlations, and latent means did not lead to a significant loss in model fit. There were only differences on four elements of the error matrices. Thus, for the most part, the five-factor model fit equally well for African American and Caucasian applicants. However, for both groups, all factors were highly intercorrelated consistent with an "ideal responding" response set. Implications for Black psychology, I/O psychology, and the five-factor theory are discussed	83

1998	DeShon, R. P., Smith, M. R., Chan, D., & Schmitt, N. (1998). Can racial differences in cognitive test performance be reduced by presenting problems in a social context?. <i>Journal of Applied Psychology</i> , 83(3), 438.	It is well documented that African Americans tend to score lower on cognitive ability tests than White Americans. The cause of this performance difference is still being hotly debated and actively researched. Recently, J. E. Helms (1992) argued that cognitive ability tests fail to adequately assess African American intelligence because they do not account for the emphasis placed on social relations and the effect of social context on reasoning in the African American culture. To evaluate this argument, racial subgroup performance differences on Wason conditional reasoning items presented in the standard abstract form and in a social relationship form were examined. Contrary to Helms's argument, results indicate that presenting Wason conditional reasoning items in a social context did not reduce the difference between African American and White American Performance.	39
1998	Ones, D. S., & Viswesvaran, C. (1998). Gender, age, and race differences on overt integrity tests: Results across four large-scale job applicant datasets. <i>Journal of Applied Psychology</i> , 83(1), 35.	Group differences on overt integrity tests were examined. Gender, age, and race differences were investigated using 724,806 job applicants. Women scored higher on overt integrity tests than men. There were very small differences between older job applicants (40 years old and older) and younger job applicants (younger than 40). No appreciable age-gender interactions were detected. Race differences were examined by comparing mean scores of Blacks, Hispanics, Asians, and American Indians with those of Whites and were found to be trivial. Implications for adverse impact, test construction, and personality measurement are discussed.	158
1998	Ryan, A. M., Ployhart, R. E., & Friedel, L. A. (1998). Using personality testing to reduce adverse impact: A cautionary note. <i>Journal of Applied Psychology</i> , 83(2), 298.	Adding a personality test to an ability test for employee selection has been suggested as a means of enhancing validity while reducing adverse impact of the selection system. Adverse impact was examined with different weightings of ability and personality testing at varying selection ratios using data from two large applicant samples. This demonstration indicated that the use of personality testing did not compensate for the adverse impact related to cognitive ability testing and that applicant pool characteristics and the nature of the personality measure may be important considerations. Overall, results suggest caution in presuming a reduction in adverse impact by the addition of personality measures.	70
1998	Colella, A., DeNisi, A. S., & Varma, A. (1998). The impact of ratee's disability on performance judgments and choice as partner: The role of disability-job fit stereotypes and interdependence of rewards. <i>Journal of Applied Psychology</i> , 83(1), 102.	An experiment assessed the impact of disability job fit stereotypes and reward interdependence on personnel judgments about persons with disabilities. Students (N = 87) evaluated 3 confederates. The experiment varied disability of the target confederate (dyslexia vs. nondisabled), task, and dependence of rater rewards on partner performance. Two disability-task combinations represented stereotypical poor fit and good fit. Dependent variables were performance evaluations, performance expectations, and ranking of target as a partner. There was negative bias against the confederate with dyslexia in poor-fit conditions. In the interdependent reward condition, there was a negative main effect for disability, regardless of fit. No effects for disability were found on performance ratings or expectations. Results indicate the need to consider disability-job fit stereotypes and consequences to raters when assessing the impact of disability on personnel judgments	99
1998	Heilman, M. E., Battle, W. S., Keller, C. E., & Lee, R. A. (1998). Type of affirmative action policy: a determinant of reactions to sex-based preferential selection?. <i>Journal of Applied Psychology</i> , 83(2), 190.	In 3 studies, 150 undergraduates and 75 MBA students, men and women, were exposed to selection policies differing in the degree to which merit and group membership were weighted in selection decisions involving women. Results indicated that in self-views and self-assessments of beneficiaries (Study 1), competence perceptions on the part of others (Study 2), and work-related reactions of nonbeneficiaries (Study 3), many, but not all, negative reactions to sex-based preferential selection were alleviated when the policy made clear that merit considerations were central to the decision-making process. In the absence of information about policy type, participants acted as if merit had not been a factor in preferential selection decisions.	100
1999	Ragins, B. R., & Cotton, J. L. (1999). Mentor functions and outcomes: a comparison of men and women in formal and informal mentoring relationships. <i>Journal of applied psychology</i> , 84(4), 529.	The authors examined the effects of the type of mentoring relationship and the gender composition of the relationship on mentoring functions and career outcomes reported by 352 female and 257 male protégés. Protégés of informal mentors viewed their mentors as more effective and received greater compensation than protégés of formal mentors. Protégés with informal mentors also received more career outcomes than nonmentored individuals, but no significant differences were found between nonmentored and formally mentored individuals. The gender composition of the relationship affected mentoring functions and outcomes, and protégé gender interacted with the type of relationship to affect mentoring functions.	1034

1999	Rotundo, M., & Sackett, P. R. (1999). Effect of rater race on conclusions regarding differential prediction in cognitive ability tests. <i>Journal of Applied Psychology</i> , 84(5), 815.	The possibility of predictive bias by race in employment tests is commonly examined by across-group comparisons of the slopes and intercepts of regression lines using test scores to predict performance measures. This research assumed that the criteria, primarily supervisory ratings, were unbiased. However, a concern is that the apparent lack of differential prediction in cognitive ability tests may be an artifact of the predominant use of performance ratings provided by supervisors who are members of the majority group; a criterion that is potentially biased against members of the minority group. We posited that ratings by a supervisor of the same race as the employee being rated would be less open to claims of bias. We compared ability-performance relationships in samples of Black and White employees that allowed for between-subjects and within-subjects comparisons under 2 conditions: when all employees were rated by a White supervisor and when each employee was rated by a supervisor of the same race. Neither analysis found evidence of predictive bias against Black employees.	40
1999	De Corte, W. (1999). Weighing job performance predictors to both maximize the quality of the selected workforce and control the level of adverse impact. <i>Journal of Applied Psychology</i> , 84(5), 695.	Considerable thought has been given to the effects of various strategies of weighing predictor information on adverse impact, minority hiring, and quality of the selected workforce. However, these efforts do not solve the dilemma faced by employers who want to achieve an optimally qualified workforce but at the same time want to eliminate adverse impact. To remove this limitation, the present article shows how constrained nonlinear programming can be used to combine job performance predictors into a predictor composite such that the average quality of the composite selected employees is maximized, the intended overall selection rate is achieved, and the adverse impact ratio remains within acceptable bounds. Although the new procedure allows for situations in which the performance criterion is multidimensional, a further extension is needed to handle multistage selection decisions.	46
1999	Glomb, T. M., Munson, L. J., Hulin, C. L., Bergman, M. E., & Drasgow, F. (1999). Structural equation models of sexual harassment: longitudinal explorations and cross-sectional generalizations. <i>Journal of Applied Psychology</i> , 84(1), 14.	Sexual harassment and its corresponding outcomes develop and change over time, yet research on this issue has been limited primarily to cross-sectional data. In this article, longitudinal models of harassment were proposed and empirically evaluated via structural equations modeling using data from 217 women who responded to a computerized questionnaire in 1994 and again in 1996. Results indicate that sexual harassment influences both proximal and distal work-related variables (e.g., job satisfaction, work withdrawal, job withdrawal) and psychological outcomes (e.g., life satisfaction, psychological well-being, distress). In addition, a replication of the L. F. Fitzgerald, F. Drasgow, C. L. Hulin, M. J. Gelfand, and V. J. Magley (1997) model of harassment was supported. This research was an initial attempt to develop integrated models of the dynamic effects of sexual harassment over time.	160
1999	Elkins, T. J., & Philips, J. S. (1999). Evaluating sex discrimination claims: The mediating role of attributions. <i>Journal of Applied Psychology</i> , 84(2), 186.	The role of attributions in judgments of sex discrimination was examined in 2 laboratory experiments. In Study 1, participants read 1 of 12 brief scenarios in which limited information about the strength of evidence against a fictitious corporation and occupational gender stereotype were manipulated. Results suggested that attributions mediated the relationships between participants' gender, strength of evidence, and discrimination judgments. In Study 2, participants were provided with 1 of 3 detailed, typewritten summaries of evidence presented in a sex discrimination trial. Results indicated that jurors' gender was again significantly related to attributions and to sex discrimination judgments even in the face of substantial objective information related to the case. The variance in observers' judgments associated with gender, however, appeared to be greatest when information about the organization's guilt or innocence was equivocal.	24
1999	Magley, V. J., Hulin, C. L., Fitzgerald, L. F., & DeNardo, M. (1999). Outcomes of self-labeling sexual harassment. <i>Journal of Applied Psychology</i> , 84(3), 390.	Research has consistently documented a discrepancy between experiencing offensive sex-related behaviors and labeling these situations as sexual harassment, leading to several attempts to understand this phenomenon. The authors propose that the issue of why it is that women who report such experiences generally do not indicate that they have been sexually harassed is an important psychological question, and may provide a path through the nested meanings of workplace harassment. The authors argue for the value of moving beyond a descriptive approach to this issue by examining the effects of self-labeling on the psychological, health, and work-related outcomes of unwelcome, sex-related experiences. They present data from female employees working in 3 separate organizations, demonstrating that women exposed to such behaviors report very similar consequences, whether they label their experiences as harassment or not. (	189



1999	Karakowsky, L., & Siegel, J. P. (1999). The effects of proportional representation and gender orientation of the task on emergent leadership behavior in mixed-gender work groups. <i>Journal of Applied Psychology</i> , 84(4), 620.	Much of the research that has examined the behavioral consequences of membership in mixed-gender work groups suggests that men are more participative and influential in task-related behavior. Drawing from elements of sociological, structural, and psychological perspectives, this study examined the effects of group gender composition and gender orientation of the group's task on patterns of emergent leadership behavior. Participants were assigned to male-dominated, female-dominated, or balanced-gender groups for the purpose of discussing and generating solutions for two business-related cases-each case emphasized either male-oriented or female-oriented expertise. The findings suggest that the proportional representation of men and women in a work group, along with the gender orientation of the group's task, can significantly influence the level of leadership behavior exhibited in group activity	93
2000	Wiener, R. L., & Hurt, L. E. (2000). How do people evaluate social sexual conduct at work?: A psycholegal model. <i>Journal of Applied Psychology</i> , 85(1), 75.	The authors tested a psycholegal model of how people evaluate social sexual conduct at work with videotaped reenactments of interviews with alleged complainants, perpetrators, and other workers. Participants (200 full-time male and female workers) were randomly assigned to evaluate the complaints with either the reasonable person or reasonable woman legal standard. Participants answered questions about sexual harassment law and completed the Ambivalent Sexism Inventory. Participants who took the reasonable woman perspective, as compared with those who took the reasonable person perspective, were more likely to find the conduct harassing; this was especially the case among participants high in hostile Sexism. Medium-sized gender effects were found in the severe case but were absent in the weaker, more ambiguous case. The implications of these findings for hostile work environment law are discussed	93
2000	Kravitz, D. A., & Klineberg, S. L. (2000). Reactions to two versions of affirmative action among Whites, Blacks, and Hispanics. <i>Journal of Applied Psychology</i> , 85(4), 597.	Houston-area Whites (n = 414), Blacks (n = 392), American-born Hispanics (n = 162), and Hispanic immigrants (n = 177) evaluated a self-defined "typical" affirmative action plan (AAP) and a tiebreak AAP that applies under conditions of equal qualifications and underrepresentation. Whites preferred Tiebreak; Blacks and Hispanics preferred the typical AAP. The groups differed in beliefs about the procedures and fairness of affirmative action (AA), perceptions of workplace discrimination, and political orientations. Perceived fairness predicted support for both AAPs in all American-born groups, but the impact of other predictors varied greatly across AAPs and ethnic groups. The results clarify the bases for Whites' opposition to AA as they construe it. The results also underscore the importance of specifying the AAP procedures, of uncovering the predictors of AA attitudes among target-group members, and of conducting separate analyses in each ethnic community.	96
2000	Davidson, O. B., & Eden, D. (2000). Remedial self-fulfilling prophecy: two field experiments to prevent Golem effects among disadvantaged women. <i>Journal of Applied Psychology</i> , 85(3), 386.	The Pygmalion effect is a self-fulfilling prophecy (SFP) in which raising leader expectations boosts subordinate performance. Although attempts to produce Pygmalion effects have been successful repeatedly among men, attempts to produce Pygmalion effects with female leaders have yielded null results. Also, only 1 experiment has demonstrated the Golem effect (i.e., negative SFP in which low leader expectations impair subordinate performance). In 2 field experiments testing the SFP hypothesis among women leading disadvantaged women, experimental leaders were led to believe that their trainees had higher than usual potential. In reality, the trainees had been assigned randomly. Manipulation checks confirmed that the treatment raised leader expectations toward experimental trainees. Analysis of variance of performance detected the predicted SFP effects in both experiments. These were the first-ever experimental confirmations of SFP among women as leaders.	65
2000	Roth, P. L., & Bobko, P. (2000). College grade point average as a personnel selection device: ethnic group differences and potential adverse impact. <i>Journal of Applied Psychology</i> , 85(3), 399.	College grade point average (GPA) is often used in a variety of ways in personnel selection. Unfortunately, there is little empirical research literature in human resource management that informs researchers or practitioners about the magnitude of ethnic group differences and any potential adverse impact implications when using cumulative GPA for selection. Data from a medium-sized university in the Southeast (N= 7,498) indicate that the standardized average Black-White difference for cumulative GPA in the senior year is d= 0.78. The authors also conducted analyses at 3 GPA screens (3.00, 3.25, and 3.50) to demonstrate that employers (or educators) might face adverse impact at all 3 levels if GPA continues to be implemented as part of a selection system. Implications and future research are discussed.	85
2000	Lyness, K. S., & Thompson, D. E. (2000). Climbing the corporate ladder: do female and male executives follow the same route?. <i>Journal of Applied Psychology</i> , 85(1), 86.	This study compares the careers of matched samples of 69 female executives and 69 male executives by examining perceived barriers and facilitators of advancement, self-reported developmental experiences, and career histories. Consistent with tokenism theory, women reported greater barriers, such as lack of culture fit and being excluded from informal networks, and greater importance of having a good track record and developing relationships to facilitate advancement than did men. Career success, measured by organizational level and compensation, was positively related to breadth of experience and developmental assignments for both genders, but successful women were less likely than successful men to report that mentoring facilitated their advancement. Developmental experiences and career histories were similar for female and male executives, but men had more overseas assignments and women had more assignments with nonauthority relationships.	421

2000	Schneider, K. T., Hitlan, R. T., & Radhakrishnan, P. (2000). An examination of the nature and correlates of ethnic harassment experiences in multiple contexts. <i>Journal of Applied Psychology</i> , 85(1), 3.	The authors examined the nature and correlates of ethnic harassment experiences in 4 predominantly Hispanic samples of working men and women (N = 575) using a newly developed scale. Confirmatory factor analyses supported a 2-factor structure for the Ethnic Harassment Experiences scale (i.e., verbal ethnic harassment and exclusion due to ethnicity). Most experiences of ethnic harassment in the workplace during the previous 24 months included verbal ethnic harassment (i.e., ethnic slurs, derogatory ethnic comments, or ethnic jokes). It was also found that participants who experienced verbal ethnic harassment and exclusion reported negative correlates that could not be attributed to affective disposition. For some correlates, those who experienced low levels of verbal harassment and high levels of exclusion were more negatively affected than others, perhaps as a result of the attributional ambiguity of the situation.	167
2000	Stewart, M. M., & Shapiro, D. L. (2000). Selection based on merit versus demography: Implications across race and gender lines. <i>Journal of Applied Psychology</i> , 85(2), 219.	In a replication and extension of the study by M. E. Heilman, M. C. Simon, and D. P. Repper (1987), 201 undergraduates participated in a simulation in which they experienced differing selection procedures and outcome feedback. Selection procedures did not have the deleterious effects on women that were found previously. Instead, race interacted with gender to moderate this relationship, and outcome played a significant role in participant self-evaluations. Black participants rated their leadership ability highest when both chosen preferentially and given negative outcome feedback, apparently because of a desire to maintain positive self-esteem. The latter explanation was supported in a follow-up study in which undergraduates (n = 80) worked in groups and received negative outcome feedback from either a racially similar or racially different experimenter. Theoretical and practical implications relating to diversity and self-appraisal management are discussed.	19
2000	Wasti, S. A., Bergman, M. E., Glomb, T. M., & Drasgow, F. (2000). Test of the cross-cultural generalizability of a model of sexual harassment. <i>Journal of Applied Psychology</i> , 85(5), 766.	Sexual harassment research has been primarily limited to examination of the phenomena in U.S. organizations; attempts to explore the generalizability of constructs and theoretical models across cultures are rare. This study examined (a) the measurement equivalence of survey scales in U.S. and Turkish samples using mean and covariance structure analysis and (b) the generalizability of the L. F. Fitzgerald, F. Drasgow, C. L. Hulin, M. J. Gelfand, and V. I. Magley (1997) model of sexual harassment to the Turkish context using structural equations modeling. Analyses used questionnaire data from 336 Turkish women and 455 women from the United States. The results indicate that, in general, the survey scales demonstrate measurement equivalence and the pattern of relationships in the Fitzgerald et al. model generalizes to the Turkish culture. These results support the usefulness of the model for explaining sexual harassment experiences in a variety of organizational and cultural contexts.	103
2001	James, E. H., Brief, A. P., Dietz, J., & Cohen, R. R. (2001). Prejudice matters: understanding the reactions of Whites to affirmative action programs targeted to benefit Blacks. <i>Journal of Applied Psychology</i> , 86(6), 1120.	The authors examined, in 2 studies, the effects of equal employment opportunity/affirmative action (EEO/AA) policies on Whites' job-related attitudes. First, in an experiment, White prospective job recruits, as expected, rated a potential employer whose EEO/AA policies were framed as targeted to benefit Blacks as less attractive than a potential employer whose EEO/AA policies were framed more generally. Second, the results of a field study showed that prejudice against Blacks moderated the relationship between Whites' perceptions that their organization's EEO/AA policies were targeted to benefit Blacks and their satisfaction with promotion opportunities. Specifically, among prejudiced Whites, this relationship was negative and considerable in size ( $r = -.39$ , $p < .01$ ); whereas, among nonprejudiced Whites, it was negligible ( $r = -.04$ , ns). The implications of our findings for the study of prejudice in organizations are discussed.	69
2001	Schmitt, N., & Mills, A. E. (2001). Traditional tests and job simulations: minority and majority performance and test validities. <i>Journal of Applied Psychology</i> , 86(3), 451.	Performance of 565 minority and 414 majority job applicants on traditional paper-and-pencil tests and on a telephone simulation that measured similar constructs was assessed. Models of the measurement characteristics of these 2 test batteries indicated larger subgroup mean differences on the traditional tests than on the simulation. Correlations between traditional tests were lower in the majority sample than in the minority sample, and the variance of the minority candidates' scores on the traditional tests was much larger than the variance of majority applicants' scores on the same measures. The validity of the simulation was lower than the validity of the traditional tests. This study replicates previous laboratory research that has indicated smaller subgroup differences on simulations than on paper-and-pencil tests and extends this research by providing evidence of the relative validity of these 2 types of measures.	52
2001	Malamut, A. B., & Offermann, L. R. (2001). Coping with sexual harassment: Personal, environmental, and cognitive determinants. <i>Journal of Applied Psychology</i> , 86(6), 1152.	A multidimensional coping typology and a process model of coping were used to examine coping strategies in response to sexual harassment, the personal and environmental determinants of these strategies, and the cognitive processes underlying strategy choice. Survey responses of 15,404 military members who reported unwanted sex-related attention were analyzed. Strong support was found for the usefulness of both the typology and the model. Choice of specific coping strategies used in response to sexual harassment varied significantly depending on occupational status, gender, climate, harassment severity, and power differential. Cognitive appraisal mediated the determinant-coping relationship.	51

2001	Heilman, M. E., & Alcott, V. B. (2001). What I think you think of me: Women's reactions to being viewed as beneficiaries of preferential selection. <i>Journal of Applied Psychology</i> , 86(4), 574.	Undergraduate women (N = 150) participated in 2 experimental studies designed to examine the effects of knowing that another 81 believed they were beneficiaries of preferential selection. Results indicated that participants' awareness that the other viewed them as having been selected on the basis of gender rather than merit (a) prompted inferences that the other held negative expectations of their competence (Studies 1 and 2); (b) produced timid, performance-limiting task decisions as well as negative self-regard when they were uncertain about their task ability level (Studies 1 and 2); and (c) produced ambitious, performance-maximizing task decisions when they knew themselves to be high in task ability and also were motivated to make a good impression (Study 2). In addition, in both studies negative affect resulted from the participants' knowledge that the other viewed them as having been preferentially selected.
2001	Rotundo, M., Nguyen, D. H., & Sackett, P. R. (2001). A meta-analytic review of gender differences in perceptions of sexual harassment. <i>Journal of Applied Psychology</i> , 86(5), 914.	Research on gender differences in perceptions of sexual harassment informs an ongoing legal debate regarding the use of a 236 reasonable person standard instead of a reasonable woman standard to evaluate sexual harassment claims. The authors report a meta-analysis of 62 studies of gender differences in harassment perceptions. An earlier quantitative review combined all types of social-sexual behaviors for a single meta-analysis; the purpose of this study was to investigate whether the magnitude of the female-male difference varies by type of behavior. An overall standardized mean difference of 0.30 was found, suggesting that women perceive a broader range of social-sexual behaviors as harassing. However, the meta-analysis also found that the female-male difference was larger for behaviors that involve hostile work environment harassment, derogatory attitudes toward women, dating pressure, or physical sexual contact than sexual propositions or sexual coercion
2001	Munson, L. J., Miner, A. G., & Hulin, C. (2001). Labeling sexual harassment in the military: an extension and replication. <i>Journal of Applied Psychology</i> , 86(2), 293.	Research conducted by V. Magley, C. Hulin, L. F. Fitzgerald, and M. DeNardo (1999) has suggested that women who experience 48 sexual harassment report worse outcomes independent of the labeling process. This study replicates and extends that work. Discriminant analyses were conducted on a sample of approximately 28,000 men and women from the military. The authors included variables similar to those used by V. Magley et al., as well as a variety of antecedent variables. Two significant functions were obtained from the discriminant analysis. The 1st function ordered groups according to the frequency of harassment and accounted for substantially more variance than did the 2nd function, which ordered groups according to whether they labeled their experiences as sexual harassment. The overall results from these analyses demonstrate that labeling incidents as sexual harassment is of marginal meaningfulness in terms of job outcomes and antecedents of harassment.
2001	Lyness, K. S., & Judiesch, M. K. (2001). Are female managers quitters? The relationships of gender, promotions, and family leaves of absence to voluntary turnover. <i>Journal of Applied Psychology</i> , 86(6), 1167.	This study examined the relationships of gender, promotions, and leaves of absence to voluntary turnover for 26,359 managers in 108 a financial services organization. Using Cox regression analyses and controlling for human capital, the authors found that, contrary to their prediction, female managers' voluntary turnover rates were slightly lower than those of their male counterparts. Managers who had been promoted were less likely to resign than nonpromoted managers only if the promotion had occurred within the past 11 months, and promoted women were less likely to resign than promoted men. The authors also found that managers who had taken family leaves had higher voluntary turnover rates than managers who had not taken leaves, and among family leave takers, managers with graduate degrees were less likely to resign than managers with less education
2001	Ragins, B. R., & Cornwell, J. M. (2001). Pink triangles: antecedents and consequences of perceived workplace discrimination against gay and lesbian employees. <i>Journal of Applied Psychology</i> , 86(6), 1244.	A model of perceived sexual orientation discrimination was tested in a national sample of 534 gay and lesbian employees. The 356 effects of legislation, organizational policies and practices, and work group composition on perceived sexual orientation discrimination were examined, as well as the attitudinal and organizational outcomes associated with discrimination. Gay employees were more likely to report discrimination when employed in groups that were primarily heterosexual and in organizations that lacked supportive policies and were not covered by protective legislation. Disclosure of sexual orientation at work was related to discrimination and antecedent variables. Perceived discrimination was associated with negative work attitudes and fewer promotions. Organizational policies and practices had the strongest impact on perceived discrimination and were directly related to outcomes.
2001	Martell, R. F., & DeSmet, A. L. (2001). A diagnostic-ratio approach to measuring beliefs about the leadership abilities of male and female managers. <i>Journal of Applied Psychology</i> , 86(6), 1223.	This study departed from previous research on gender stereotyping in the leadership domain by adopting a more comprehensive 55 view of leadership and using a diagnostic-ratio measurement strategy. One hundred and fifty-one managers (95 men and 56 women) judged the leadership effectiveness of male and female middle managers by providing likelihood ratings for 14 categories of leader behavior. As expected, the likelihood ratings for some leader behaviors were greater for male managers, whereas for other leader behaviors, the likelihood ratings were greater for female managers or were no different. Leadership ratings revealed some evidence of a same-gender bias. Providing explicit verification of managerial success had only a modest effect on gender stereotyping. The merits of adopting a probabilistic approach in examining the perception and treatment of stigmatized groups are discussed.

2001	Baron, R. A., Markman, G. D., & Hirs, A. (2001). Perceptions of women and men as entrepreneurs: Evidence for differential effects of attributional augmenting. <i>Journal of Applied Psychology</i> , 86(5), 923.	It was hypothesized that perceptions of women who become entrepreneurs are enhanced by attributional augmenting because they adopt this role despite major obstacles to doing so. In contrast, attributional augmenting was expected to operate to a lesser degree for men who become entrepreneurs because they presumably face weaker obstacles. Three studies offered support for these hypotheses; all of these investigations used between-subjects designs in which women and men shown in standard-format photos were described to different groups of raters as being either entrepreneurs or managers. As predicted, raters assigned significantly higher scores to women, but not to men, when they were described as entrepreneurs.	80
2001	Button, S. B. (2001). Organizational efforts to affirm sexual diversity: a cross-level examination. <i>Journal of Applied Psychology</i> , 86(1), 17.	A growing number of organizations have enacted policies intended to recognize and affirm sexual diversity in the workforce. This research demonstrates that the more prevalent these policies, the less likely sexual minority members are to experience treatment discrimination. Further, as expected, more equitable treatment was associated with higher levels of satisfaction and commitment among lesbian and gay employees. Treatment discrimination was also systematically related to the use of 3 identity management strategies (i.e., counterfeiting, avoiding, integrating). Findings also illustrate the importance of considering individual attributes in diversity research. In particular, group identity attitudes were associated with work-related attitudes and identity management. Overall, the research demonstrates the importance of organizational efforts to affirm sexual diversity and highlights the need for future research in this area	183
2001	Heilman, M. E., & Blader, S. L. (2001). Assuming preferential selection when the admissions policy is unknown: the effects of gender rarity. <i>Journal of Applied Psychology</i> , 86(2), 188.	One hundred thirty-five undergraduates indicated the degree to which they believed gender played a role in the selection of an applicant for a graduate degree program. Both the gender composition of the cohort and the selection policy (explicitly merit-based, explicitly affirmative action, or ambiguous) were varied. Results indicated that preferential selection on the basis of gender was assumed when women were solos and explicit information about the selection policy was not provided and that these assumptions were as strong as when an affirmative action policy was explicitly stated. This did not occur when the female selectee was not a solo or when a male selectee was a solo. Evaluations of qualifications and prediction of success paralleled the preferential selection assumptions.	53
2001	Wayne, J. H., Riordan, C. M., & Thomas, K. M. (2001). Is all sexual harassment viewed the same? Mock juror decisions in same-and cross-gender cases. <i>Journal of Applied Psychology</i> , 86(2), 179.	Given recent court decisions, there is a need to investigate less common forms of sexual harassment, including women harassing men and same-gender harassment. The present study was a 2 (harasser gender) × 2 (target gender) × 2 (participant gender) factorial design in which 408 mock jurors made decisions in a hostile work environment case. Women harassing men were more likely to be found guilty than were men harassing women, and harassers in same-gender cases were more likely to be found guilty and were perceived more negatively than harassers in cross-gender cases. Participant gender differences were found in cross-gender, but not same-gender, conditions. Results suggest that the gender composition of the harasser and target may be an extralegal factor influencing managerial and juror decision making.	38
2002	Elkins, T. J., Phillips, J. S., & Konopaske, R. (2002). Gender-related biases in evaluations of sex discrimination allegations: Is perceived threat the key? <i>Journal of Applied Psychology</i> , 87(2), 280.	Hypotheses derived from defensive attribution theory and social identity theory were tested in 3 laboratory experiments examining the effects of plaintiff and observer gender on perceived threat, plaintiff identification, and sex discrimination. In Study 1, women differentiated plaintiffs on the basis of gender, whereas men did not. Study 2 showed that this bias occurred because employment discrimination was personally threatening to women but not to men. In Study 3, the bias was reversed in a child custody context. As predicted, men found this context to be significantly more threatening than did women and subsequently exhibited a similarity bias. Mediation analyses suggested that responsibility attributions explained most of the variance in discrimination judgments associated with the plaintiff gender by observer gender interactions.	25
2002	Groth, M., Goldman, B. M., Gilliland, S. W., & Bies, R. J. (2002). Commitment to legal claiming: Influences of attributions, social guidance and organizational tenure. <i>Journal of Applied Psychology</i> , 87(4), 781.	This study investigates antecedents of individuals' commitment to the legal-claiming process. Individuals were surveyed as they entered a district office of the federal Equal Employment Opportunity Commission to file an employment discrimination claim. Respondents' attributions regarding who they blamed for their grievance, the social guidance received, their organizational tenure, and their commitment to legal claiming were assessed. Results showed that individuals who made strong external attributions had a higher commitment to legal claiming than did those who made weak external attributions. Social guidance and organizational tenure were significant moderators of the attribution-claiming relationship. Specifically, commitment to legal claiming was more strongly related to external attributions when social guidance was low and organizational tenure was high. Theoretical and practical implications are discussed.	34

2002	Griffith, K. H., & Hebl, M. R. (2002). The disclosure dilemma for gay men and lesbians: "coming out" at work. <i>Journal of applied psychology</i> , 87(6), 1191.	This study examined disclosing sexual orientation at work for 220 gay men and 159 lesbians. Self-acceptance, the centrality of one's identity, how "out" one is to friends and family, employer policies, and perceived employer gay-supportiveness were associated with disclosure behaviors at work for gay/lesbian employees. Disclosing at work and working for an organization perceived to be more gay supportive was related to higher job satisfaction and lower job anxiety. Reactions of coworkers to gay or lesbian workers mediated the relationship between disclosure and gay/lesbian workers' job attitudes. Implications and solutions for management are discussed.	274
2002	Roth, P. L., Van Iddekinge, C. H., Huffcutt, A. I., Eidson Jr, C. E., & Bobko, P. (2002). Corrections for range restriction in structured interview ethnic group differences: The values may be larger than researchers thought. <i>Journal of Applied Psychology</i> , 87(2), 369.	Previous studies of standardized ethnic group differences in the employment interview have shown differences to be relatively small. Unfortunately, many researchers conducting interview studies have not considered the issue of range restriction in research design. This omission is likely to lead to underestimates of standardized ethnic group differences (d) when the interview is considered as an initial screening device or used in combination with other initial screening devices. The authors found that 2 forms of a behavioral interview were associated with standardized ethnic group differences of .36 and .56 when corrected for range restriction. These differences are substantially larger than previously thought and demonstrate the importance of considering a variety of study design characteristics in obtaining the appropriate parameter estimates.	46
2002	Saad, S., & Sackett, P. R. (2002). Investigating differential prediction by gender in employment-oriented personality measures. <i>Journal of Applied Psychology</i> , 87(4), 667.	Gender-based differential prediction of job performance in employment-oriented personality measures has been left virtually unexamined. The use of 3 personality composites from the US Army's instrument to predict 5 dimensions of job performance across 9 military jobs was investigated. Differential prediction, occurring in one third of the cases, was predominantly in the form of overprediction of female performances (i.e., higher male intercepts); slope differences were not found at above-chance levels. Female performance on the Effort and Leadership dimension was overpredicted in 90% of all predictor-criterion-job combinations, suggesting the measurement of this performance dimension as the source of the differential prediction rather than bias in the personality measures. Findings of overprediction of female performance parallel those of research investigating differential prediction by race in the ability domain.	43
2002	Bergman, M. E., Langhout, R. D., Palmieri, P. A., Cortina, L. M., & Fitzgerald, L. F. (2002). The (un) reasonableness of reporting: antecedents and consequences of reporting sexual harassment. <i>Journal of Applied Psychology</i> , 87(2), 230.	This study places the reporting of sexual harassment within an integrated model of the sexual harassment process. Two structural models were developed and tested in a sample (N=6,417) of male and female military personnel. The 1st model identifies determinants and effects of reporting; reporting did not improve--and at times worsened--job, psychological, and health outcomes. The authors argue that organizational responses to reports (i.e., organizational remedies, organizational minimization, and retaliation) as well as procedural satisfaction can account for these negative effects. The 2nd model examines these mediating mechanisms; results suggest that these mediators, and not reporting itself, are the source of the negative effects of reporting. Organizational and legal implications of these findings are discussed	162
2002	Offermann, L. R., & Malamut, A. B. (2002). When leaders harass: the impact of target perceptions of organizational leadership and climate on harassment reporting and outcomes. <i>Journal of Applied Psychology</i> , 87(5), 885.	Using cases of harassment by leaders, the authors examined the effects of target perceptions of leader responses to sexual harassment and whether leader implementation of harassment policies made a difference beyond the impact of the policies themselves. Results showed that women who perceived that leaders made honest efforts to stop harassment felt significantly freer to report harassment, were more satisfied with the complaint process, and reported greater commitment than did those viewing leaders as more harassment tolerant. Different leadership levels had different effects, with hierarchically proximal leaders generally having the greatest impact. Leadership mediated the relationship between organizational policy and outcomes, supporting the view that a key role for leaders is establishing an ethical organizational climate that reinforces formal harassment policies through actions.	57
2002	Slaughter, J. E., Sinar, E. F., & Bachiochi, P. D. (2002). Black applicants' reactions to affirmative action plans: effects of plan content and previous experience with discrimination. <i>Journal of Applied Psychology</i> , 87(2), 333.	This study examined the effects of plan content and previous experience with discrimination on Black respondents' reactions to affirmative action plans. Black engineering students (N=1,173) were randomly assigned to 1 of 6 plans implemented by a hypothetical organization and were asked to provide ratings of perceived fairness and intention to pursue a position at the organization. There were significant effects of plan content on perceived fairness and job pursuit intentions. Perceived fairness mediated the effect of content on intentions. Furthermore, previous experience with discrimination interacted with content to affect intentions. Individuals who had experienced relatively more discrimination in the workplace reported stronger intentions to pursue a position at an organization whose plan specified special training opportunities for minorities.	41

2002	Stern, S. E., Mullennix, J. W., & Wilson, S. J. (2002). Effects of perceived disability on persuasiveness of computer-synthesized speech. <i>Journal of applied psychology</i> , 87(2), 411.	Are perceptions of computer-synthesized speech altered by the belief that the person using this technology is disabled? In a 2x2 factorial design, participants completed an attitude pretest and were randomly assigned to watch an actor deliver a persuasive appeal under 1 of the following 4 conditions: disabled or nondisabled using normal speech and disabled or nondisabled using computer-synthesized speech. Participants then completed a posttest survey and a series of questionnaires assessing perceptions of voice, speaker, and message. Natural speech was perceived more favorably and was more persuasive than computer-synthesized speech. When the speaker was perceived to be speech-disabled, however, this difference diminished. This finding suggests that negatively viewed assistive technologies will be perceived more favorably when used by people with disabilities.	12
2002	Wiener, R. L., Hackney, A., Kadela, K., Rauch, S., Seib, H., Warren, L., & Hurt, L. E. (2002). The fit and implementation of sexual harassment law to workplace evaluations. <i>Journal of Applied Psychology</i> , 87(4), 747.	Three studies used videotaped harassment complaints to examine the impact of legal standards on the evaluation of social-sexual conduct at work. Study 1 demonstrated that without legal instructions, college students' judgment strategies were highly variable. Study 2 compared 2 current legal standards, the "severity or pervasiveness test" and a proposed utilitarian alternative (i.e., the rational woman approach). Undergraduate participants taking the perspective of the complainant were more sensitive to offensive conduct than were those adopting an objective perspective. Although the utilitarian alternative further increased sensitivity on some measures, it failed to produce a principled judgment strategy. Finally, Study 3 examined the kinds of errors that full-time workers make when applying the "severity or pervasiveness" test to examine more closely the sensitivity of the subjective approach.	38
2003	Ostroff, C., & Atwater, L. E. (2003). Does whom you work with matter? Effects of referent group gender and age composition on managers' compensation. <i>Journal of Applied Psychology</i> , 88(4), 725.	Much research has examined gender and age effects on compensation, concluding that a wage gap exists favoring men and negative stereotypes against older workers persist. Although the effect of an employee's gender or age has been widely studied, little work has examined the impact of the demographic characteristics of a focal employee's immediate referent groups (e.g., subordinates, peers, or supervisors) on pay. The effect of the gender and age composition of a focal manager's subordinates, peers, and supervisor on the manager's compensation levels was investigated in a sample of 2,178 managers across a wide range of organizations and functional areas. After controlling for a number of human capital variables, results indicated that not only does a wage gap favoring men exist, but also managerial pay is lower when managers' referent groups are largely female, when subordinates are outside the prime age group, and when peers and supervisors are younger.	91
2003	Evans, D. C. (2003). A comparison of the other-directed stigmatization produced by legal and illegal forms of affirmative action. <i>Journal of Applied Psychology</i> , 88(1), 121.	Recent studies have begun to show that the stigma of incompetence sometimes directed toward the beneficiaries of affirmative action may be significantly reduced as the preferences granted to women and minorities become more moderate. The author examined whether the stigmatization of African Americans would differ under hiring policies that represented legal and illegal levels of racial preference according to federal regulations. Participants were 178 students and 161 corporate employees who rated fictitious Black and White target employees working under (a) an illegal policy of selection of unequal candidates, (b) a legal policy of selection of comparable candidates, or (c) equal opportunity. Participants rated Black targets' achievement-related traits lower than White targets only under the illegal policy. Under the legal policy, no such stigmatization was observed. Additional dependent measures and theoretical implications were explored.	32
2003	Roth, P. L., Huffcutt, A. I., & Bobko, P. (2003). Ethnic group differences in measures of job performance: a new meta-analysis. <i>Journal of Applied Psychology</i> , 88(4), 694.	The authors conducted a new meta-analysis of ethnic group differences in job performance. Given a substantially increased set of data as compared with earlier analyses, the authors were able to conduct analyses of Black-Whitedifferences within more homogeneous categories of job performance and to reexamine findings on objective versus subjective measurement. Contrary to one perspective sometimes adopted in the field, objective measures are associated with very similar, if not somewhat larger, standardized ethnic groupdifferences (ds) than subjective measures across a variety of indicators. This trend was consistent across quality, quantity, and absenteeism measures. Further, work samples and job knowledge tests are associated with larger ds than performance ratings or measures of absenteeism. Analysis of Hispanic-White standardized differences shows that they are generally lower than Black- White differences in several categories	136
2003	Sacco, J. M., Scheu, C. R., Ryan, A. M., & Schmitt, N. (2003). An investigation of race and sex similarity effects in interviews: A multilevel approach to relational demography. <i>Journal of Applied Psychology</i> , 88(5), 852.	This research studied the effects of race and sex similarity on ratings in one-on-one highly structured college recruiting interviews (N = 708 interviewers and 12,203 applicants for 7 different job families). A series of hierarchical linear models provided no evidence for similarity effects, although the commonly used D-score and analysis-of-variance-based interaction approaches conducted at the individual level of analysis yielded different results. The disparate results demonstrate the importance of attending to nested data structures and levels of analysis issues more broadly. Practically, the results suggest that organizations using carefully administered highly structured interviews may not need to be concerned about bias due to the mismatch between interviewer and applicant race or sex.	86

2004	Cullen, M. J., Hardison, C. M., & Sackett, P. R. (2004). Using SAT-grade and ability-job performance relationships to test predictions derived from stereotype threat theory. <i>Journal of Applied Psychology, 89</i> (2), 220.	To examine the generalizability of stereotype threat theory findings from laboratory to applied settings, the authors developed models of the pattern of relationships between cognitive test scores and outcome criteria that would be expected if the test scores of women and minority group members were affected by stereotype threat. Two large data sets were used to test these models, one in an education setting examining SAT-grade relationships by race and gender and the other in a military job setting examining Armed Services Vocational Aptitude Battery-job performance relationships by race. Findings were not supportive of the predictions arising from stereotype threat theory, suggesting caution in positing threat as a key determinant of subgroup mean test score differences in applied settings.	109
2004	Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. <i>Journal of Applied Psychology, 89</i> (2), 187.	This article describes the development and validation of a biographical data (biodata) measure and situational judgment inventory (SJI) as useful predictors of broadly defined college student performance outcomes. These measures provided incremental validity when considered in combination with standardized college-entrance tests (i.e., SAT/ACT) and a measure of Big Five personality constructs. Racial subgroup mean differences were much smaller on the biodata and SJI measures than on the standardized tests and college grade point average. Female students tended to outperform male students on most predictors and outcomes with the exception of the SAT/ACT. The biodata and SJI measures show promise for student development contexts and for selecting students on a wide range of outcomes with reduced adverse impact.	195
2004	Heilman, M. E., Wallen, A. S., Fuchs, D., & Tamkins, M. M. (2004). Penalties for success: reactions to women who succeed at male gender-typed tasks. <i>Journal of Applied Psychology, 89</i> (3), 416.	A total of 242 subjects participated in 3 experimental studies investigating reactions to a woman's success in a male gender-typed job. Results strongly supported the authors' hypotheses, indicating that (a) when women are acknowledged to have been successful, they are less liked and more personally derogated than equivalently successful men (Studies 1 and 2); (b) these negative reactions occur only when the success is in an arena that is distinctly male in character (Study 2); and (c) being disliked can have career-affecting outcomes, both for overall evaluation and for recommendations concerning organizational reward allocation (Study 3). These results were taken to support the idea that gender stereotypes can prompt bias in evaluative judgments of women even when these women have proved themselves to be successful and demonstrated their competence. The distinction between prescriptive and descriptive aspects of gender stereotypes is considered, as well as the implications of prescriptive gender norms for women in work settings.	624
2004	Simpson, P. A., & Strohm, L. K. (2004). Gender differences: emotional expression and feelings of personal inauthenticity. <i>Journal of Applied Psychology, 89</i> (4), 715.	This survey study examined the emotional expression content of human resources jobs and how the content varies by gender. On the basis of findings, it appeared that women more often conform to feminine display rules, which require the suppression of negative emotions and the simulation of positive emotions. In contrast, men more often adopted masculine display rules, which require the suppression of positive emotions and the simulation of negative ones. For both men and women, emotional dissonance generated by a feminine display-rule pattern was positively correlated with feelings of personal inauthenticity at work. Gender modified the relationship between emotional dissonance and gender only in that women who adopted the masculine display-rule pattern reported feeling the least personally inauthentic of all.	114
2004	Stark, S., Chernyshenko, O. S., & Drasgow, F. (2004). Examining the effects of differential item (functioning and differential) test functioning on selection decisions: When are statistically significant effects practically important? <i>Journal of Applied Psychology, 89</i> (3), 497.	Item response theory differential test functioning (DTP) methods are often used to address issues in personnel selection, but the results are frequently difficult to interpret because statistically significant findings may have little practical importance. In this article, the authors proposed 2 effect size measures for DTP. One related DTP to mean raw score differences across groups: the other related DTP to the 4/5th rule for adverse impact at successive cut scores. The effects of DTP were examined in the context of personality assessment, professional licensure, and college admissions. Overall, the result indicated that although many items exhibited bias in analyses of the large samples, the net magnitudes of effect on potential selection decisions were nugatory.	58
2005	Cortina, L. M., & Wasti, S. A. (2005). Profiles in coping: responses to sexual harassment across persons, organizations, and cultures. <i>Journal of Applied Psychology, 90</i> (1), 182.	This study explicates the complexity of sexual harassment coping behavior among 4 diverse samples of working women: (a) working-class Hispanic Americans, (b) working-class Anglo Americans, (c) professional Turks, and (d) professional Anglo Americans. K-means cluster analysis revealed 3 common harassment coping profiles: (a) detached, (b) avoidant negotiating, and (c) support seeking. The authors then tested an integrated framework of coping profile determinants, involving social power, stressor severity, social support, and culture. Analysis of variance, chi-square, and discriminant function results identified significant determinants at each of the 4 levels of this ecological model. These findings underscore the importance of focusing on whole patterns of experience--and considering influences at the level of the individual employee and multiple levels of the surrounding context--when studying how women cope with workplace sexual harassment	107

2005	Heilman, M. E., & Chen, J. J. (2005). Same behavior, different consequences: reactions to men's and women's altruistic citizenship behavior. <i>Journal of Applied Psychology</i> , 90(3), 431.	In 2 experimental studies, the authors hypothesized that the performance of altruistic citizenship behavior in a work setting would enhance the favorability of men's (but not women's) evaluations and recommendations, whereas the withholding of altruistic citizenship behavior would diminish the favorability of women's (but not men's) evaluations and recommendations. Results supported the authors' predictions. Together with the results of a 3rd study demonstrating that work-related altruism is thought to be less optional for women than for men, these results suggest that gender-stereotypic prescriptions regarding how men and women should behave result in different evaluative reactions to the same altruistic behavior, depending on the performer's sex	185
2005	Barrick, M. R., & Zimmerman, R. D. (2005). Reducing voluntary, avoidable turnover through selection. <i>Journal of Applied Psychology</i> , 90(1), 159.	The authors investigated the efficacy of several variables used to predict voluntary, organizationally avoidable turnover even before the employee is hired. Analyses conducted on applicant data collected in 2 separate organizations (N = 445) confirmed that biodata, clear-purpose attitudes and intentions, and disguised-purpose dispositional retention scales predicted voluntary, avoidable turnover (rs ranged from -.16 to -.22, R = .37, adjusted R = .33). Results also revealed that biodata scales and disguised-purpose retention scales added incremental validity, whereas clear-purpose retention scales did not explain significant incremental variance in turnover beyond what was explained by biodata and disguised-purpose scales. Furthermore, disparate impact (subgroup differences on race, sex, and age) was consistently small (average d = 0.12 when the majority group scored higher than the minority group).	160
2005	Ziegert, J. C., & Hanges, P. J. (2005). Employment discrimination: the role of implicit attitudes, motivation, and a climate for racial bias. <i>Journal of Applied Psychology</i> , 90(3), 553.	This study is an attempt to replicate and extend research on employment discrimination by A. P. Brief and colleagues (A. P. Brief, J. Dietz, R. R. Cohen, S. D. Pugh, & J. B. Vaslow, 2000). More specifically, the authors attempted (a) to constructively replicate the prior finding that an explicit measure of modern racism would interact with a corporate climate for racial bias to predict discrimination in a hiring context and (b) to extend this finding through the measurement of implicit racist attitudes and motivation to control prejudice. Although the authors were unable to replicate the earlier interaction, they did illustrate that implicit racist attitudes interacted with a climate for racial bias to predict discrimination. Further, results partially illustrate that motivation to control prejudice moderates the relationship between explicit and implicit attitudes. Taken together, the findings illustrate the differences between implicit and explicit racial attitudes in predicting discriminatory behavior.	191
2005	Cropanzano, R., Slaughter, J. E., & Bachiochi, P. D. (2005). Organizational justice and Black applicants' reactions to affirmative action. <i>Journal of Applied Psychology</i> , 90(6), 1168.	Using organizational justice as a guiding framework, the authors studied perceptions of affirmative action programs by presumed beneficiaries. Three conceptual issues were addressed: (a) the content of different affirmative action plans; (b) the 3-way interaction among distributive, procedural, and interactional justice; and (c) the distinction between outcome favorability and distributive justice. These ideas were tested with a sample of Black engineering students who responded to 1 of 6 plans. Participants distinguished among the various plans, with some policies being viewed as more fair than others. In addition, a 3-way interaction among the 3 types of organizational justice was observed. Specifically, the 2-way interaction between distributive and interactional fairness was only significant when procedural justice was low. Implications for organizational justice and for the design of affirmative action programs are discussed	75
2005	Stauffer, J. M., & Buckley, M. R. (2005). The existence and nature of racial bias in supervisory ratings. <i>Journal of applied psychology</i> , 90(3), 586.	The purpose of this article is to facilitate a reconsideration of what the authors consider to be a mistaken belief among personnel psychologists--the belief that supervisory ratings of job performance are not biased on the basis of race. In this article, the authors reviewed the current literature, reexamined the data, and concluded that the research on which this mistaken belief is based clearly demonstrates that racial bias may indeed exist and is significant, both in statistical and practical terms.	77
2005	Heilman, M. E., & Haynes, M. C. (2005). No credit where credit is due: attributional rationalization of women's success in male-female teams. <i>Journal of Applied Psychology</i> , 90(5), 905.	In 3 experimental studies, the authors explored how ambiguity about the source of a successful joint performance outcome promotes attributional rationalization, negatively affecting evaluations of women. Participants read descriptions of a mixed-sex dyad's work and were asked to evaluate its male and female members. Results indicated that unless the ambiguity about individual contribution to the dyad's successful joint outcome was constrained by providing feedback about individual team member performance (Study 1) or by the way in which the task was said to have been structured (Study 2) or unless the negative expectations about women's performance were challenged by clear evidence of prior work competence (Study 3), female members were devalued as compared with their male counterparts--they were rated as being less competent, less influential, and less likely to have played a leadership role in work on the task. Implications of these results, both theoretical and practical, are discussed.	127



2005	Jawahar, I. M., & Mattsson, J. (2005). Sexism and beautyism effects in selection as a function of self-monitoring level of decision maker. <i>Journal of Applied Psychology</i> , 90(3), 563.	The authors, in two experiments, investigated the influence of the sex and attractiveness of applicants for male and female sex-typed jobs on selection decisions made by low and high self-monitors. In both experiments, attractiveness and the congruence between applicants' sex and the sex type of the job influenced selection decisions. In addition, high self-monitors were more influenced by attractiveness and sex of the applicant when hiring for sex-typed jobs than low self-monitors, but this difference in hiring pattern was not evident when the job was gender neutral. Results indicate that job applicants may encounter different employment opportunities as a function of their sex, their physical attractiveness, the sex type of the job, and the self-monitoring level of the decision maker. Implications of results are discussed and suggestions for future research are offered.	67
2005	Lim, S., & Cortina, L. M. (2005). Interpersonal mistreatment in the workplace: the interface and impact of general incivility and sexual harassment. <i>Journal of applied psychology</i> , 90(3), 483.	This article examined the relationships and outcomes of behaviors falling at the interface of general and sexual forms of interpersonal mistreatment in the workplace. Data were collected with surveys of two different female populations (Ns=833 and 1,425) working within a large public-sector organization. Findings revealed that general incivility and sexual harassment were related constructs, with gender harassment bridging the two. Moreover, these behaviors tended to co-occur in organizations, and employee well-being declined with the addition of each type of mistreatment to the workplace experience. This behavior type (or behavior combination) effect remained significant even after controlling for behavior frequency. The findings are interpreted from perspectives on sexual aggression, social power, and multiple victimization	257
2005	Sims, C. S., Drasgow, F., & Fitzgerald, L. F. (2005). The effects of sexual harassment on turnover in the military: time-dependent modeling. <i>Journal of applied Psychology</i> , 90(6), 1141.	Sexual harassment has consistently negative consequences for working women, including changes in job attitudes (e.g., lower satisfaction) and behaviors (e.g., increased work withdrawal). Cross-sectional evidence suggests that harassment influences turnover intentions. However, few studies have used actual turnover; rather, they rely on proxies. With a sample of 11,521 military servicewomen with turnover data spanning approximately 4 years, the authors used the appropriate method for longitudinal turnover data--Cox's regression--to investigate the impact of harassment on actual turnover. Experiences of harassment led to increased turnover, even after controlling for job satisfaction, organizational commitment, and marital status. Among officers, harassment also affected turnover over and above rank. Given turnover's relevance to organizational bottom lines, these findings have important implications not only for individual women but also for organizations.	63
2006	Eddleston, K. A., Veiga, J. F., & Powell, G. N. (2006). Explaining sex differences in managerial career satisfier preferences: the role of gender self-schema. <i>Journal of Applied Psychology</i> , 91(2), 437.	Using survey data from 400 managers, the authors examined whether gender self-schema would explain sex differences in preferences for status-based and socioemotional career satisfiers. Female gender self-schema, represented by femininity and family role salience, completely mediated the relationship between managers' sex and preferences for socioemotional career satisfiers. However, male gender self-schema, represented by masculinity and career role salience, did not mediate the relationship between managers' sex and preferences for status-based career satisfiers. As expected, male managers regarded status-based career satisfiers as more important and socioemotional career satisfiers as less important than female managers did. The proposed conceptualization of male and female gender self-schemas, which was supported by the data, enhances understanding of adult self-schema and work-related attitudes and behavior	79
2006	Roth, P. L., Bobko, P., & Switzer III, F. S. (2006). Modeling the behavior of the 4/5ths rule for determining adverse impact: reasons for caution. <i>Journal of Applied Psychology</i> , 91(3), 507.	The Equal Employment Opportunity Commission's 4/5ths rule has been used for over 20 years in applied psychology and employment law. The rule signals that there is adverse impact when the protected group selection ratio is less than 80% of the highest scoring group's selection ratio. We conducted several simulations and found, consistent with some previous management science literature, that the 4/5ths rule often resulted in false-positive readings of adverse impact even when there were no underlying (population) standardized group differences between subgroups. We then incorporated tests of statistical significance and found that adding such tests to the 4/5ths rule eliminated many false-positive indications of adverse impact. We also examined simulated selection systems based on meta-analytic values from the selection literature. The frequency of adverse impact signals from the 4/5ths rule increased markedly relative to simulations with no subgroup population differences. Adding statistical tests mitigated the number of indications of adverse impact to some extent.	42
2006	Berdahl, J. L., & Moore, C. (2006). Workplace harassment: double jeopardy for minority women. <i>Journal of Applied Psychology</i> , 91(2), 426.	To date there have been no studies of how both sex and ethnicity might affect the incidence of both sexual and ethnic harassment at work. This article represents an effort to fill this gap. Data from employees at 5 organizations were used to test whether minority women are subject to double jeopardy at work, experiencing the most harassment because they are both women and members of a minority group. The results supported this prediction. Women experienced more sexual harassment than men, minorities experienced more ethnic harassment than Whites, and minority women experienced more harassment overall than majority men, minority men, and majority women.	181

2006	De Corte, W., Lievens, F., & Sackett, P. R. (2006). Predicting adverse impact and mean criterion performance in multistage selection. <i>Journal of Applied Psychology, 91</i> (3), 523.	The authors present an analytical method to assess the average criterion performance of the selected candidates as well as the adverse impact and the cost of general multistage selection decisions. The method extends previous work on the analytical estimation of multistage selection outcomes to the case in which the applicant pool is a mixture of applicant populations that differ in their average performance on the selection predictors. Next, the method was used to conduct 3 studies of important issues practitioners and researchers have with multistage selection processes. Finally, the authors indicate how the method can be integrated into a broader analytical framework to design multistage selection decisions that achieve intended levels of selection cost, workforce quality, and workforce diversity.	43
2006	Anderson, N., Lievens, F., van Dam, K., & Born, M. (2006). A construct-driven investigation of gender differences in a leadership-role assessment center. <i>Journal of Applied Psychology, 91</i> (3), 555.	This study examined gender differences in a large-scale assessment center for officer entry in the British Army. Subgroup differences were investigated for a sample of 1,857 candidates: 1,594 men and 263 women. A construct-driven approach was chosen (a) by examining gender differences at the construct level, (b) by formulating a priori hypotheses about which constructs would be susceptible to gender effects, and (c) by using both effect size statistics and latent mean analyses to investigate gender differences in assessment center ratings. Results showed that female candidates were rated notably higher on constructs reflecting an interpersonally oriented leadership style (i.e., oral communication and interaction) and on drive and determination. These results are discussed in light of role congruity theory and of the advantages of using latent mean analyses.	67
2006	McKay, P. F., & McDaniel, M. A. (2006). A reexamination of black-white mean differences in work performance: more data, more moderators. <i>Journal of Applied Psychology, 91</i> (3), 538.	This study is the largest meta-analysis to date of Black-White mean differences in work performance. The authors examined several moderators not addressed in previous research. Findings indicate that mean racial differences in performance favor Whites ( $d = 0.27$ ). Effect sizes were most strongly moderated by criterion type and the cognitive loading of criteria, whereas data source and measurement level were influential moderators to a lesser extent. Greater mean differences were found for highly cognitively loaded criteria, data reported in unpublished sources, and for performance measures consisting of multiple item scales. On the basis of these findings, the authors hypothesize several potential determinants of mean racial differences in job performance.	89
2006	Flynn, F. J., Reagans, R. E., Amanatullah, E. T., & Ames, D. R. (2006). Helping one's way to the top: self-monitors achieve status by helping others and knowing who helps whom. <i>Journal of personality and social psychology, 91</i> (6), 1123.	The authors posit that women can rely on self-monitoring to overcome negative gender stereotypes in certain performance contexts. In a study of mixed-sex task groups, the authors found that female group members who were high self-monitors were considered more influential and more valuable contributors than women who were low self-monitors. Men benefited relatively less from self-monitoring behavior. In an experimental study of dyadic negotiations, the authors found that women who were high self-monitors performed better than women who were low self-monitors, particularly when they were negotiating over a fixed pool of resources, whereas men did not benefit as much from self-monitoring. Further analyses suggest that high self-monitoring women altered their behavior in these negotiations--when their partner behaved assertively, they increased their level of assertiveness, whereas men and low self-monitoring women did not alter their behavior	186
2006	Harrison, D. A., Kravitz, D. A., Mayer, D. M., Leslie, L. M., & Lev-Arey, D. (2006). Understanding attitudes toward affirmative action programs in employment: summary and meta-analysis of 35 years of research. <i>Journal of Applied Psychology, 91</i> (5), 1013.	Affirmative action programs (AAPs) are controversial employment policies in the United States and elsewhere. A large body of evidence about attitudinal reactions to AAPs in employment has accumulated over 35 years: at least 126 independent samples involving 29,000 people. However, findings are not firmly established or integrated. In the current article, the authors summarize and meta-analytically estimate relationships of AAP attitudes with (a) structural features of such programs, (b) perceiver demographic and psychological characteristics, (c) interactions of structural features with perceiver characteristics, and (d) presentation of AAP details to perceivers, including justification of the AAP. Results are generally consistent with predictions derived from self-interest considerations, organizational justice theory, and racism theories. They also suggest practical ways in which AAPs might be designed and communicated to employees to reduce attitudinal resistance.	115
2006	Roberson, Q. M., & Stevens, C. K. (2006). Making sense of diversity in the workplace: Organizational justice and language abstraction in employees' accounts of diversity-related incidents. <i>Journal of Applied Psychology, 91</i> (2), 379.	To discern patterns of employee sense-making about workplace diversity, the authors analyzed 751 natural language accounts of diversity incidents from 712 workers in one department of a large organization. Six generic incident types emerged: discrimination, representation, treatment by management, work relationships, respect between groups, and diversity climates. Consistent with hypotheses, incidents that respondents viewed as negative, accounts from women, and those involving members of respondents' in-groups were more likely to cite justice issues. Partially consistent with research on the linguistic intergroup bias, both negative and positive accounts involving out-group members and accounts from men were more likely to be expressed using abstract verb forms. The authors discuss future opportunities to integrate research on diversity, justice, and the linguistic category model.	71

2006	King, E. B., Shapiro, J. R., Hebl, M. R., Singletary, S. L., & Turner, S. (2006). The stigma of obesity in customer service: a mechanism for remediation and bottom-line consequences of interpersonal discrimination. <i>Journal of Applied Psychology</i> , 91(3), 579.	Using a customer service paradigm, the authors extended the justification-suppression model (JSM) of prejudice (C. S. Crandall & A. Eshleman, 2003) to include contemporary, covert forms of discrimination and to identify a discrimination remediation mechanism. Overall, the results of 3 studies revealed that actual and confederate obese shoppers in high-prejudice justification conditions faced more interpersonal discrimination than average-weight shoppers. Furthermore, Studies 1 and 2 demonstrate that adopting strategies that remove perceivers' justifications for discriminating against obese individuals (i.e., the controllability of weight) decreases the incidence of interpersonal discrimination. Additionally, Study 3 demonstrates negative bottom-line consequences of interpersonal discrimination for organizations (e.g., customer loyalty, purchasing behavior). Together, these studies confirm that the JSM applies to covert forms of discrimination, show the importance of examining subtle discrimination, and offer a mechanism for theory-driven strategies for the reduction of covert forms of discrimination	143
2006	Lyness, K. S., & Heilman, M. E. (2006). When fit is fundamental: performance evaluations and promotions of upper-level female and male managers. <i>Journal of Applied Psychology</i> , 91(4), 777.	Using archival organizational data, the authors examined relationships of gender and type of position (i.e., line or staff) to performance evaluations of 448 upper-level managers, and relationships of performance evaluations to promotions during the subsequent 2 years. Consistent with the idea that there is a greater perceived lack of fit between stereotypical attributes of women and requirements of line jobs than staff jobs, women in line jobs received lower performance ratings than women in staff jobs or men in either line or staff jobs. Moreover, promoted women had received higher performance ratings than promoted men and performance ratings were more strongly related to promotions for women than men, suggesting that women were held to stricter standards for promotion.	281
2007	Ragins, B. R., Singh, R., & Cornwell, J. M. (2007). Making the invisible visible: fear and disclosure of sexual orientation at work. <i>Journal of Applied Psychology</i> , 92(4), 1103.	Stigma theory was used to examine the fears underlying the disclosure of a gay identity at work. Using a national sample of 534 gay, lesbian, and bisexual employees, this study examined the antecedents that affect the degree of disclosure of a gay identity at work and, for those who had not disclosed, the factors that influence their fears about full disclosure. Employees reported less fear and more disclosure when they worked in a group that was perceived as supportive and sharing their stigma. Perceptions of past experience with sexual orientation discrimination were related to increased fears but to greater disclosure. For those who had not fully disclosed their stigma, the fears associated with disclosure predicted job attitudes, psychological strain, work environment, and career outcomes. However, actual disclosure was unrelated to these variables. The utility of fear of disclosure for understanding processes underlying the disclosure of gay and other invisible stigmatized identities in the workplace is discussed.	259
2007	Heilman, M. E., & Okimoto, T. G. (2007). Why are women penalized for success at male tasks?: the implied communality deficit. <i>Journal of Applied Psychology</i> , 92(1), 81.	In 3 experimental studies, the authors tested the idea that penalties women incur for success in traditionally male areas arise from a perceived deficit in nurturing and socially sensitive communal attributes that is implied by their success. The authors therefore expected that providing information of communality would prevent these penalties. Results indicated that the negativity directed at successful female managers-in ratings of likability, interpersonal hostility, and boss desirability-was mitigated when there was indication that they were communal. This ameliorative effect occurred only when the information was clearly indicative of communal attributes (Study 1) and when it could be unambiguously attributed to the female manager (Study 2); furthermore, these penalties were averted when communality was conveyed by role information (motherhood status) or by behavior (Study 3). These findings support the idea that penalties for women's success in male domains result from the perceived violation of gender-stereotypic prescriptions.	311
2007	Baltes, B. B., Bauer, C. B., & Frensch, P. A. (2007). Does a structured free recall intervention reduce the effect of stereotypes on performance ratings and by what cognitive mechanism?. <i>Journal of Applied Psychology</i> , 92(1), 151.	The purpose of this article was to extend previous work on the effect of racial biases on performance ratings. The 1st of 2 studies examined whether a structured free recall intervention decreased the influence of negative racial biases on the performance ratings of Black men. Results indicated that without the intervention, raters who endorsed a negative stereotype of Black men as managers evaluated Black men more negatively. However, the structured free recall intervention successfully reduced these effects. The second study examined in more detail the cognitive mechanisms underlying the success of the intervention. Results are consistent with the assumption that the reduction of the influence of racial biases under structured free recall conditions is a consequence of a modified strength threshold for retrieval of behaviors from memory.	26

2007	Edwards, B. D., & Arthur Jr, W. (2007). An examination of factors contributing to a reduction in subgroup differences on a constructed-response paper-and-pencil test of scholastic achievement. <i>Journal of Applied Psychology</i> , 92(3), 794.	The authors investigated subgroup differences on a multiple-choice and constructed-response test of scholastic achievement in a sample of 197 African American and 258 White test takers. Although both groups had lower mean scores on the constructed-response test, the results showed a 39% reduction in subgroup differences compared with the multiple-choice test. The results demonstrate that the lower subgroup differences were explained by more favorable test perceptions for African Americans on the constructed-response test. In addition, the two test formats displayed comparable levels of criterion-related validity. The results suggest that the constructed-response test format may be a viable alternative to the traditional multiple-choice test format in efforts to simultaneously use valid predictors of performance and minimize subgroup differences in high-stakes testing.	31
2007	Gettman, H. J., & Gelfand, M. J. (2007). When the customer shouldn't be king: antecedents and consequences of sexual harassment by clients and customers. <i>Journal of Applied Psychology</i> , 92(3), 757.	Much of the work in today's service industries requires women to deal with people outside of their organizations, namely, customers and clients, yet research on sexual harassment has focused almost exclusively on sexual harassment within organizations. Because the threat of harassment also operates at the boundaries of organizations, our existing models based solely on harassment inside organizations may be too restricted to adequately explain the harassment experiences of women in today's economy. To address this, the authors introduce a theoretical model of the antecedents and consequences of sexual harassment by clients and customers (CSH) and describe 2 field studies conducted to test components of the model. In Study 1, they developed a model of antecedents and consequences of CSH and illustrated that certain contextual factors (client power and gender composition of the client base) affect levels of CSH and that CSH is related to a number of job and psychological outcomes among professional women. Study 2 revealed that CSH is related to lower job satisfaction among nonprofessional women, above and beyond that which is accounted for by internal sexual harassment. Theoretical and practical implications are discussed.	74
2007	Berdahl, J. L. (2007). The sexual harassment of uppity women. <i>Journal of Applied Psychology</i> , 92(2), 425.	In 3 studies, the author tested 2 competing views of sexual harassment: (a) It is motivated primarily by sexual desire and, therefore, is directed at women who meet feminine ideals, and (b) it is motivated primarily by a desire to punish gender-role deviants and, therefore, is directed at women who violate feminine ideals. Study 1 included male and female college students (N = 175) and showed that women with relatively masculine personalities (e.g., assertive, dominant, and independent) experienced the most sexual harassment. Study 2 (N = 134) showed that this effect was not because women with relatively masculine personalities were more likely than others to negatively evaluate potentially harassing scenarios. Study 3 included male and female employees at 5 organizations (N = 238) and showed that women in male-dominated organizations were harassed more than women in female-dominated organizations, and that women in male-dominated organizations who had relatively masculine personalities were sexually harassed the most.	132
2007	Martins, L. L., & Parsons, C. K. (2007). Effects of gender diversity management on perceptions of organizational attractiveness: the role of individual differences in attitudes and beliefs. <i>Journal of Applied Psychology</i> , 92(3), 865.	In this study, the authors examined how individual gender-related attitudes and beliefs affect the reactions of men and women to gender diversity management programs in organizations. They found that whereas there were no significant between-sex differences in the effects of gender diversity management on organizational attractiveness, there were strong within-sex differences based on individual attitudes and beliefs. Specifically, within the sexes, centrality of one's gender identity, attitudes toward affirmative action for women, and the belief that women are discriminated against in the workplace moderated the effects of gender diversity management on organizational attractiveness. The findings, combined with prior research, suggest that it is critical for organizations to incorporate efforts to manage perceptions of gender diversity management programs into their diversity management strategies	46
2007	Hebl, M. R., King, E. B., Glick, P., Singletary, S. L., & Kazama, S. (2007). Hostile and benevolent reactions toward pregnant women: complementary interpersonal punishments and rewards that maintain traditional roles. <i>Journal of Applied Psychology</i> , 92(6), 1499.	A naturalistic field study investigated behavior toward pregnant (vs. nonpregnant) women in nontraditional (job applicant) and traditional (store customer) roles. Female confederates, who sometimes wore a pregnancy prosthesis, posed as job applicants or customers at retail stores. Store employees exhibited more hostile behavior (e.g., rudeness) toward pregnant (vs. nonpregnant) applicants and more benevolent behavior (e.g., touching, overfriendliness) toward pregnant (vs. nonpregnant) customers. A second experiment revealed that pregnant women are especially likely to encounter hostility (from both men and women) when applying for masculine as compared with feminine jobs. The combination of benevolence toward pregnant women in traditional roles and hostility toward those who seek nontraditional roles suggests a system of complementary interpersonal rewards and punishments that may discourage pregnant women from pursuing work that violates gender norms.	98

2007	De Corte, W., Lievens, F., & Sackett, P. R. (2007). Combining predictors to achieve optimal trade-offs between selection quality and adverse impact. <i>Journal of Applied Psychology</i> , 92(5), 1380.	The authors propose a procedure to determine (a) predictor composites that result in a Pareto-optimal trade-off between the often competing goals in personnel selection of quality and adverse impact and (b) the relative importance of the quality and impact objectives that correspond to each of these trade-offs. They also investigated whether the obtained Pareto-optimal composites continue to perform well under variability of the selection parameters that characterize the intended selection decision. The results of this investigation indicate that this is indeed the case. The authors suggest that the procedure be used as one of a number of potential strategies for addressing the quality-adverse impact problem in settings where estimates of the selection parameters (e.g., validity estimates, predictor intercorrelations, subgroup mean differences on the predictors and criteria) are available from either a local validation study or meta-analytic research.	69
2007	Miner-Rubino, K., & Cortina, L. M. (2007). Beyond targets: consequences of vicarious exposure to misogyny at work. <i>Journal of Applied psychology</i> , 92(5), 1254.	The present study tested a model examining 2 indicators of a hostile interpersonal workplace climate for women-observed hostility (i.e., incivility and sexual harassment) toward women and perceived organizational unresponsiveness to sexual harassment--and how they relate to well-being and withdrawal for employees. Participants included 871 female and 831 male employees from a public university. According to structural equation analyses, observing hostility toward women and perceiving the organization as lax about harassment predict lower well-being, which translates into higher organizational withdrawal for both female and male employees. Results hold even after controlling for personal mistreatment, negative affectivity, and observed hostility toward men. These findings suggest that working in a misogynistic environment can have negative effects for all employees.	81
2007	Shapiro, J. R., King, E. B., & Quinones, M. A. (2007). Expectations of obese trainees: how stigmatized trainee characteristics influence training effectiveness. <i>Journal of applied Psychology</i> , 92(1), 239.	This study identifies stigma as a potential precursor to self-fulfilling prophecies in training interactions. Expectations held by leaders often result in actions that elicit expectancy-confirming behaviors from their subordinates. The results of the present study suggest that trainee weight (manipulated with a photograph depicting the trainee as either obese or average weight for height) influenced female trainer expectations and evaluations of the training and trainee. Furthermore, the results suggest that negative expectations held by trainers were related to trainee evaluations of the training and the trainer and, for less flexible trainers, to decrements in trainee performance on the trained task. Overall, the results suggest that trainer expectations can be influenced by stereotypes held about trainee characteristics, thus undermining training effectiveness.	56
2007	Simons, T., Friedman, R., Liu, L. A., & McLean Parks, J. (2007). Racial differences in sensitivity to behavioral integrity: attitudinal consequences, in-group effects, and "trickle down" among Black and non-Black employees. <i>Journal of Applied Psychology</i> , 92(3), 650.	Recent research has suggested that employees are highly affected by perceptions of their managers' pattern of word-action consistency, which T. Simons (2002) called behavioral integrity (BI). The authors of the present study suggest that some employee racial groups may be more attentive to BI than others. They tested this notion using data from 1,944 employees working at 107 different hotels and found that Black employees rated their managers as demonstrating lower BI than did non-Black employees. Mediation analyses were consistent with the notion that these differences in perceived BI in turn account for cross-race differences in trust in management, interpersonal justice, commitment, satisfaction, and intent to stay. Results of hierarchical linear modeling were consistent with the idea that middle managers' perceptions of their senior managers' BI "trickle down" to affect line employee perceptions of the middle managers and that this trickle-down effect is stronger for Black employees. The authors interpret these results as indicative of heightened sensitivity to managers' BI on the part of Black employees. They also found a reverse in-group effect, in that Black employees were substantially more critical of Black managers than were non-Black employees	107
2007	Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Watkins, M. B. (2007). When birds of a feather flock together and when they do not: Status composition, social dominance orientation, and organizational attractiveness. <i>Journal of Applied Psychology</i> , 92(2), 396.	Although similarity-attraction notions suggest that similarity--for example, in terms of values, personality, and demography--attracts, the authors found that sometimes demographic similarity attracts and sometimes it repels. Consistent with social dominance theory (J. Sidanius & F. Pratto, 1999), they demonstrated in 3 studies that when prospective employees supported group-based social hierarchies (i.e., were high in social dominance orientation), those in high-status groups were attracted to demographic similarity within an organization, whereas those in low-status groups were repelled by it. An important theoretical implication of the findings is that social dominance theory and traditional similarity-attraction notions together help explain a more complex relationship between demographic similarity and attraction than was previously acknowledged in the organizational literature	50

2008	Nguyen, H. H. D., & Ryan, A. M. (2008). Does stereotype threat affect test performance of minorities and women? A meta-analysis of experimental evidence. <i>Journal of Applied Psychology</i> , 93(6), 1314.	A meta-analysis of stereotype threat effects was conducted and an overall mean effect size of $.26$ was found, but true moderator effects existed. A series of hierarchical moderator analyses evidenced differential effects of race- versus gender-based stereotypes. Women experienced smaller performance decrements than did minorities when tests were difficult: mean $d$ s = $.36$ and $.43$ , respectively. For women, subtle threat-activating cues produced the largest effect, followed by blatant and moderately explicit cues: $d$ s = $.24$ , $.18$ , and $.17$ , respectively; explicit threat-removal strategies were more effective in reducing stereotype threat effects than subtle ones: $d$ s = $.14$ and $.33$ , respectively. For minorities, moderately explicit stereotype threat-activating cues produced the largest effect, followed by blatant and subtle cues: $d$ s = $.64$ , $.41$ , and $.22$ , respectively; explicit removal strategies enhanced stereotypethreat effects compared with subtle strategies: $d$ s = $.80$ and $.34$ , respectively. In addition, stereotype threat affected moderately math-identified women more severely than highly math-identified women: $d$ s = $.52$ and $.29$ , respectively; low math-identified women suffered the least from stereotype threat: $d$ = $.11$ . Theoretical and practical implications of these findings are discussed.	241
2008	Levi, A. S., & Fried, Y. (2008). Differences between African Americans and Whites in reactions to affirmative action programs in hiring, promotion, training, and layoffs. <i>Journal of Applied Psychology</i> , 93(5), 1118.	This study examines the reactions of African Americans and Whites to affirmative action programs (AAPs) applied to 4 human resource activities: hiring, promotion, training, and layoffs. The results of a scenario-based experimental study conducted on a large sample ( $N > 800$ ) of advanced undergraduate and MBA business school participants generally supported the hypothesis that human resource activity elicited systematic differences in reaction to AAPs between African Americans and Whites. The authors also replicated previous research on the effect of AAP strength and prior discrimination by the organization on reactions to AAPs. Results indicated that AAP strength levels moderated racial differences in reaction to AAPs, while the moderating role of prior discrimination by the organization was not supported. Implications for future research are discussed.	8
2008	Umpress, E. E., Simmons, A. L., Boswell, W. R., & Triana, M. D. C. (2008). Managing discrimination in selection: the influence of directives from an authority and social dominance orientation. <i>Journal of Applied Psychology</i> , 93(5), 982.	The authors examined one manner in which to decrease the negative impact of social dominance orientation (SDO), an individual difference variable that indicates support for the "domination of 'inferior' groups by 'superior' groups" (J. Sidanius & F. Pratto, 1999, p. 48), on the selection of candidates from low-status groups within society. Consistent with the tenets of social dominance theory, in 2 studies we found that those high in SDO reported that they were less likely to select a potential team member who is a member of a low-status group (i.e., a White female in Study 1 and a Black male in Study 2) than those low in SDO. However, explicit directives from an authority moderated this effect such that those high in SDO were more likely to select both candidates when authority figures clearly communicated that job performance indicators should be used when choosing team members. Thus, our studies suggest that the negative effects of SDO may be attenuated if those high in SDO are instructed by superiors to use legitimate performance criteria to evaluate job candidates.	49
2008	Heilman, M. E., & Okimoto, T. G. (2008). Motherhood: a potential source of bias in employment decisions. <i>Journal of Applied Psychology</i> , 93(1), 189.	Results of 2 experimental studies in which job incumbents were said to be applying for promotions to traditionally male positions demonstrated <b>bias</b> against mothers in competence expectations and in screening recommendations. This <b>bias</b> occurred regardless of whether the research participants were students (Study 1) or working people (Study 2). Although anticipated job commitment, achievement striving, and dependability were rated as generally lower for parents than for nonparents, anticipated competence was uniquely low for mothers. Mediation analyses indicated that, as predicted, negativity in competence expectations, not anticipated job commitment or achievement striving, promoted the motherhood <b>bias</b> in screening recommendations; expected deficits in agentic behaviors, not in dependability, were found to fuel these competence expectations. These findings suggest that motherhood can indeed hinder the career advancement of women and that it is the heightened association with gender stereotypes that occurs when women are mothers that is the source of motherhood's potentially adverse consequences.	107
2008	Judge, T. A., & Livingston, B. A. (2008). Is the gap more than gender? A longitudinal analysis of gender, gender role orientation, and earnings. <i>Journal of Applied Psychology</i> , 93(5), 994.	This study investigated the relationships among gender, gender role orientation (i.e., attitudes toward the gendered separation of roles at work and at home), and earnings. A multilevel model was conceptualized in which gender role orientation and earnings were within-individual variables that fluctuate over time (although predictors of between-individual differences in gender role orientation were also considered). Results indicated that whereas traditional gender role orientation was positively related to earnings, gender significantly predicted the slope of this relationship: Traditional gender role orientation was strongly positively associated with earnings for men; it was slightly negatively associated with earnings for women. Occupational segregation partly explained these gender differences. Overall, the results suggest that although gender role attitudes are becoming less traditional for men and for women, traditional gender role orientation continues to exacerbate the gender wage gap.	87

2008	Petersen, L. E., & Dietz, J. (2008). Employment discrimination: authority figures' demographic preferences and followers' affective organizational commitment. <i>Journal of Applied Psychology</i> , 93(6), 1287.	The authors used theories of organizational commitment and obedience to authority to explain employment discrimination. In Study 1, employees participated in an experimental simulation of their work. An organizational authority's demographic preferences led to employment discrimination. As expected, affective organizational commitment moderated this effect, such that it was stronger for more committed employees. In Study 2, another sample of employees completed a survey that included an employment discrimination scenario. A model of linkages from affective organizational commitment to submissiveness to organizational authorities to employment discrimination fit the data well, after controlling for prejudicial attitudes and authoritarianism. Submissiveness to organizational authorities mediated the relationship between affective organizational commitment and employment discrimination. The authors discuss the importance of studying employment discrimination as an organizational and not just an intergroup phenomenon	20
2008	Rosette, A. S., Leonardelli, G. J., & Phillips, K. W. (2008). The White standard: racial bias in leader categorization. <i>Journal of Applied Psychology</i> , 93(4), 758.	In 4 experiments, the authors investigated whether race is perceived to be part of the business leader prototype and, if so, whether it could explain differences in evaluations of White and non-White leaders. The first 2 studies revealed that "being White" is perceived to be an attribute of the business leader prototype, where participants assumed that business leaders more than nonleaders were White, and this inference occurred regardless of base rates about the organization's racial composition (Study 1), the racial composition of organizational roles, the business industry, and the types of racial minority groups in the organization (Study 2). The final 2 studies revealed that a leader categorization explanation could best account for differences in White and non-White leader evaluations, where White targets were evaluated as more effective leaders (Study 3) and as having more leadership potential (Study 4), but only when the leader had recently been given credit for organizational success, consistent with the prediction that leader prototypes are more likely to be used when they confirm and reinforce individualized information about a leader's performance. The results demonstrate a connection between leader race and leadership categorization	116
2008	Hom, P. W., Roberson, L., & Ellis, A. D. (2008). Challenging conventional wisdom about who quits: revelations from corporate America. <i>Journal of Applied Psychology</i> , 93(1), 1.	Findings from 20 corporations from the Attrition and Retention Consortium, which collects quit statistics about 475,458 professionals and managers, extended and disputed established findings about who quits. Multilevel analyses revealed that company tenure is curvilinearly related to turnover and that a job's past attrition rate strengthens the (negative) performance-exit relationship. Further, women quit more than men, while African Americans, Hispanic Americans, and Asian Americans quit more than White Americans, though racial differences disappeared after confounds were controlled for. African American, Hispanic American, and Asian American women quit more than men of the same ethnicities and White Americans, but statistical controls nullified evidence for dual discrimination toward minority women. Greater corporate flight among women and minorities during early employment nonetheless hampers progress toward a more diversified workforce in corporate America.	103
2008	Collins, M. W., & Morris, S. B. (2008). Testing for adverse impact when sample size is small. <i>Journal of Applied Psychology</i> , 93(2), 463.	Adverse impact evaluations often call for evidence that the disparity between groups in selection rates is statistically significant, and practitioners must choose which test statistic to apply in this situation. To identify the most effective testing procedure, the authors compared several alternate test statistics in terms of Type I error rates and power, focusing on situations with small samples. Significance testing was found to be of limited value because of low power for all tests. Among the alternate test statistics, the widely-used Z-test on the difference between two proportions performed reasonably well, except when sample size was extremely small. A test suggested by G. J. G. Upton (1982) provided slightly better control of Type I error under some conditions but generally produced results similar to the Z-test. Use of the Fisher Exact Test and Yates's continuity-corrected chi-square test are not recommended because of overly conservative Type I error rates and substantially lower power than the Z-test.	30
2008	Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: understanding race, age, and gender differences in retesting score improvement. <i>Journal of Applied Psychology</i> , 95(4), 603.	This article explores the intersection of 2 critical and timely concerns in personnel selection—applicant retesting and subgroup differences—by exploring demographic differences in retest effects across multiple assessments. Results from large samples of applicants taking 3 written tests (N = 7,031) and 5 performance tests (N = 2,060) revealed that Whites showed larger retest score improvements than Blacks or Hispanics on several of the assessments. However, the differential improvement of Whites was greater on the written tests than on the performance tests. In addition, women and applicants under 40 years of age showed larger improvements with retesting than did men and applicants over 40. We offer some preliminary theoretical explanations for these demographic differences in retesting gains, including differences in ability, testing attitudes and motivation, and receptivity to feedback. In terms of practical implications, the results suggest that allowing applicants to retake selection tests may, in some cases, exacerbate levels of adverse impact, which can have distinct implications for retesting policy and practices in organizations.	28

2008	Avery, D. R., McKay, P. F., & Wilson, D. C. (2008). What are the odds? How demographic similarity affects the prevalence of perceived employment discrimination. <i>Journal of Applied Psychology</i> , 93(2), 235.	Because research is needed to identify the conditions that facilitate or impede the prevalence of perceived workplace discrimination, the authors examined the effects of demographics and demographic similarity on the prevalence of sex- and race/ethnicity-based perceived workplace discrimination. Results from a national survey of 763 full-time, United States employees show perceived sex-based discrimination at work was more prevalent among female than male employees, and perceived race-based discrimination at work was more prevalent among Black and Hispanic than White employees. Additionally, perceived racial/ethnic discrimination was less prevalent among those with same-race/ethnicity supervisors. The effect of employee-coworker sex similarity on perceived sex discrimination was significant only for women, and the effects of supervisor-subordinate racial similarity on the prevalence of perceived racial discrimination varied between Black and White respondents, depending on employee-residential-community racial similarity	109
2008	Dean, M. A., Roth, P. L., & Bobko, P. (2008). Ethnic and gender subgroup differences in assessment center ratings: a meta-analysis. <i>Journal of applied psychology</i> , 93(3), 685.	Assessment centers are widely believed to have relatively small standardized subgroup differences (d). However, no meta-analytic review to date has examined ds for assessment centers. The authors conducted a meta-analysis of available data and found an overall Black-White d of 0.52, an overall Hispanic-White d of 0.28, and an overall male-female d of -0.19. Consistent with our expectations, results suggest that Black-White ds in assessment center data may be larger than was previously thought. Hispanic-White comparisons were smaller than were Black-White comparisons. Females, on average, scored higher than did males in assessment centers. As such, assessment centers may be associated with more adverse impact against Blacks than is portrayed in the literature, but the predictor may have less adverse impact and be more "diversity friendly" for Hispanics and females. (	54
2008	Gupta, V. K., Turban, D. B., & Bhawe, N. M. (2008). The effect of gender stereotype activation on entrepreneurial intentions. <i>Journal of Applied Psychology</i> , 93(5), 1053.	In this study, the impact of implicit and explicit activation of gender stereotypes on men's and women's intentions to pursue a traditionally masculine career, such as entrepreneurship, was examined. On the basis of stereotype activation theory, it was hypothesized that men and women would confirm the gender stereotype about entrepreneurship when it was presented implicitly but disconfirm it when it was presented explicitly. Hypotheses were tested by randomly assigning 469 business students to one of 6 experimental conditions and then measuring their entrepreneurial intentions. Results supported the hypothesis when entrepreneurship was associated with stereotypically masculine characteristics but not when it was associated with traditionally feminine characteristics. Men also had higher entrepreneurial intention scores compared with women when no stereotypical information about entrepreneurship was presented, suggesting that underlying societal stereotypes associating entrepreneurship with masculine characteristics may influence people's intentions. However, men and women reported similar intentions when entrepreneurship was presented as gender neutral, suggesting that widely held gender stereotypes can be nullified. Practical implications and directions for future research are discussed	122
2009	Madera, J. M., Hebl, M. R., & Martin, R. C. (2009). Gender and letters of recommendation for academia: Agentic and communal differences. <i>Journal of Applied Psychology</i> , 94(6), 1591.	In 2 studies that draw from the social role theory of sex differences (A. H. Eagly, W. Wood, & A. B. Diekmann, 2000), the authors investigated differences in agentic and communal characteristics in letters of recommendation for men and women for academic positions and whether such differences influenced selection decisions in academia. The results supported the hypotheses, indicating (a) that women were described as more communal and less agentic than men (Study 1) and (b) that communal characteristics have a negative relationship with hiring decisions in academia that are based on letters of recommendation (Study 2). Such results are particularly important because letters of recommendation continue to be heavily weighted and commonly used selection tools (R. D. Arvey & T. E. Campion, 1982; R. M. Guion, 1998), particularly in academia (E. P. Sheehan, T. M. McDevitt, & H. C. Ross, 1998).	77
2009	Finch, D. M., Edwards, B. D., & Wallace, J. C. (2009). Multistage selection strategies: Simulating the effects on adverse impact and expected performance for various predictor combinations. <i>Journal of applied psychology</i> , 94(2), 318.	Examination of the trade-off between mean performance and adverse impact has received empirical attention for single-stage selection strategies; however, research for multistage selection strategies is almost nonexistent. The authors used Monte Carlo simulation to explore the trade-off between expected mean performance and minority hiring in multistage selection strategies and to identify those strategies most effective in balancing the trade-off. In total, 43 different multistage selection strategies were modeled; they reflected combinations of predictors with a wide range of validity, subgroup differences, and predictor intercorrelations. These selection models were examined across a variety of net and stage-specific selection ratios. Though it was still the case that an increase in minority hiring was associated with a decrease in predicted performance for many scenarios, the current results revealed that certain multistage strategies are much more effective than others for managing the performance and adverse impact trade-offs. The current study identified several multistage strategies that are clearly more desirable than those strategies previously suggested in the literature for practitioners who seek a practical selection system that will yield a high-performing and highly representative workforce	19



2009	Krings, F., & Facchin, S. (2009). Organizational justice and men's likelihood to sexually harass: The moderating role of sexism and personality. <i>Journal of Applied Psychology</i> , 94(2), 501.	This study demonstrated relations between men's perceptions of organizational justice and increased sexual harassment proclivities. Respondents reported higher likelihood to sexually harass under conditions of low interactional justice, suggesting that sexual harassment likelihood may increase as a response to perceived injustice. Moreover, the relation between justice and sexual harassment proclivities was especially marked for men low in agreeableness and high in hostile sexism. This finding is consistent with an interactionist perspective, suggesting that individual differences in hostility in general and toward women in particular affect how a person reacts to perceived unfairness.	40
2009	Berdahl, J. L., & Aquino, K. (2009). Sexual behavior at work: Fun or folly? <i>Journal of Applied Psychology</i> , 94(1), 34.	Sexual behavior at work (e.g., sexual jokes and propositions) has been largely portrayed as offensive and harmful. The current research represents the first studies to test whether this is typically the case. Study 1 surveyed manufacturing and social service workers (N = 238) about their psychological well-being, work withdrawal, and exposure to sexual behavior at work. Respondents indicated how often they were exposed to different sexual behaviors and how much they enjoyed or were bothered by them. Study 2 surveyed university staff (N = 1,004) about their psychological well-being, drug use, feelings of being valued at work, and exposure to sexual behavior at work. Fifty-eight percent of employees in Study 1 were exposed to sexual behavior in the past 2 years; 40% of employees in Study 2 were exposed to sexual behavior in the past year. Some women and many men reported enjoying sexual behavior at work. Despite this, exposure to sexual behavior at work predicted negative employee work and psychological well-being, even for employees who said they enjoyed the experience.	43
2009	Newman, D. A., & Lyon, J. S. (2009). Recruitment efforts to reduce adverse impact: targeted recruiting for personality, cognitive ability, and diversity. <i>Journal of Applied Psychology</i> , 94(2), 298.	Noting the presumed tradeoff between diversity and performance goals in contemporary selection practice, the authors elaborate on recruiting-based methods for avoiding adverse impact while maintaining aggregate individual productivity. To extend earlier work on the primacy of applicant pool characteristics for resolving adverse impact, they illustrate the advantages of simultaneous cognitive ability- and personality-based recruiting. Results of an algebraic recruiting model support general recruiting for cognitive ability, combined with recruiting for conscientiousness within the underrepresented group. For realistic recruiting effect sizes, this type of recruiting strategy greatly increases average performance of hires and percentage of hires from the underrepresented group. Further results from a policy-capturing study provide initial guidance on how features of organizational image can attract applicants with particular job-related personalities and abilities, in addition to attracting applicants on the basis of demographic background.	51
2009	Sanchez-Burks, J., Bartel, C. A., & Blount, S. (2009). Performance in intercultural interactions at work: Cross-cultural differences in response to behavioral mirroring. <i>Journal of Applied Psychology</i> , 94(1), 216.	This article examines how performance in intercultural workplace interactions can be compromised even in the absence of overt prejudice. The authors show that individuals respond differently to nonverbal behavioral mirroring cues exhibited in workplace interactions, depending on their cultural group membership. In a field study with experienced managers, U.S. Anglos and U.S. Latinos interacted with a confederate who, unbeknownst to the participant, engaged (or not) in behavioral mirroring. Results show that the level of the confederate's mirroring differentially affected Latinos' state anxiety, but not Anglos' state anxiety, as well as actual performance in the interaction. Two additional laboratory experiments provide further evidence of the interactive relationship of behavioral mirroring and cultural group membership on evaluations of workplace interactions. Implications for intercultural interactions and research are discussed.	20
2009	Singletary, S. L., & Hebl, M. R. (2009). Compensatory strategies for reducing interpersonal discrimination: the effectiveness of acknowledgments, increased positivity, and individuating information. <i>Journal of Applied Psychology</i> , 94(3), 797.	Previous research has revealed, across a number of contexts, that stigmatized individuals are the recipients of interpersonal discrimination (e.g., M. R. Hebl, J. B. Foster, L. M. Mannix, & J. F. Dovidio, 2002). Such discrimination has been linked to a number of negative outcomes in the workplace, both for stigmatized individuals and for organizations as a whole (see, e.g., E. B. King, J. L. Shapiro, M. R. Hebl, S. L. Singletary, & S. Turner, 2006; C. O. Word, M. P. Zanna, & J. Cooper, 1974). The current research examines 3 individual-level compensatory strategies aimed at reducing interpersonal discrimination. Results reveal that compensatory strategies are successful in reducing interpersonal discrimination in job application contexts and that such strategies uniquely benefit stigmatized individuals.	48

2010	Raver, J. L., & Nishii, L. H. (2010). Once, twice, or three times as harmful? Ethnic harassment, gender harassment, and generalized workplace harassment. <i>Journal of Applied Psychology</i> , 95(2), 236.	Despite scholars' and practitioners' recognition that different forms of workplace harassment often co-occur in organizations, there is a paucity of theory and research on how these different forms of harassment combine to influence employees' outcomes. We investigated the ways in which ethnic harassment (EH), gender harassment (GH), and generalized workplace harassment (GWH) combined to predict target individuals' job-related, psychological, and health outcomes. Competing theories regarding additive, exacerbating, and inuring (i.e., habituating to hardships) combinations were tested. We also examined race and gender differences in employees' reports of EH, GH, and GWH. The results of two studies revealed that EH, GH, and GWH were each independently associated with targets' strain outcomes and, collectively, the preponderance of evidence supported the inurement effect, although slight additive effects were observed for psychological and physical health outcomes. Racial group differences in EH emerged, but gender and race differences in GH and GWH did not. Implications are provided for how multiple aversive experiences at work may harm employees' well-being.	64
2010	Hershcovis, M. S., & Barling, J. (2010). Comparing victim attributions and outcomes for workplace aggression and sexual harassment. <i>Journal of Applied Psychology</i> , 95(5), 874.	In 2 studies, we investigated victim attributions (Study 1) and outcomes (Study 2) for workplace aggression and sexual harassment. Drawing on social categorization theory, we argue that victims of workplace aggression and sexual harassment may make different attributions about their mistreatment. In Study 1, we investigated victim attributions in an experimental study. We hypothesized that victims of sexual harassment are more likely than victims of workplace aggression to depersonalize their mistreatment and attribute blame to the perpetrator or the perpetrator's attitudes toward their gender. In contrast, victims of workplace aggression are more likely than victims of sexual harassment to personalize the mistreatment and make internal attributions. Results supported our hypotheses. On the basis of differential attributions for these 2 types of mistreatment, we argue that victims of workplace aggression may experience stronger adverse outcomes than victims of sexual harassment. In Study 2, we compared meta-analytically the attitudinal, behavioral, and health outcomes of workplace aggression and sexual harassment. Negative outcomes of workplace aggression were stronger in magnitude than those of sexual harassment for 6 of the 8 outcome variables. Implications and future directions are discussed.	60
2010	Rosette, A. S., & Tost, L. P. (2010). Agentic women and communal leadership: How role prescriptions confer advantage to top women leaders. <i>Journal of Applied Psychology</i> , 95(2), 221.	The authors contribute to the ongoing debate about the existence of a female leadership advantage by specifying contextual factors that moderate the likelihood of the emergence of such an advantage. The investigation considered whether the perceived role incongruence between the female gender role and the leader role led to a female leader disadvantage (as predicted by role congruity theory) or whether instead a female leader advantage would emerge (as predicted by double standards and stereotype content research). In Study 1, it was only when success was internally attributed that women top leaders were evaluated as more agentic and more communal than men top leaders. Study 2 showed that the favorable ratings were unique to top-level positions and further showed that the effect on agentic traits was mediated by perceptions of double standards, while the effect on communal traits was mediated by expectations of feminized management skills. Finally, Study 2 showed that top women leaders were evaluated most favorably on overall leader effectiveness, and this effect was mediated by both mediators. Our results support the existence of a qualified female leadership advantage.	76
2010	Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: understanding race, age, and gender differences in retesting score improvement. <i>Journal of Applied Psychology</i> , 95(4), 603.	This article explores the intersection of 2 critical and timely concerns in personnel selection—applicant retesting and subgroup differences—by exploring demographic differences in retest effects across multiple assessments. Results from large samples of applicants taking 3 written tests (N = 7,031) and 5 performance tests (N = 2,060) revealed that Whites showed larger retest score improvements than Blacks or Hispanics on several of the assessments. However, the differential improvement of Whites was greater on the written tests than on the performance tests. In addition, women and applicants under 40 years of age showed larger improvements with retesting than did men and applicants over 40. We offer some preliminary theoretical explanations for these demographic differences in retesting gains, including differences in ability, testing attitudes and motivation, and receptivity to feedback. In terms of practical implications, the results suggest that allowing applicants to retake selection tests may, in some cases, exacerbate levels of adverse impact, which can have distinct implications for retesting policy and practices in organizations.	28

2011	Hideg, I., Michela, J. L., & Ferris, D. L. (2011). Overcoming negative reactions of nonbeneficiaries to employment equity: The effect of participation in policy formulation. <i>Journal of Applied Psychology</i> , 96(2), 363.	In 2 experimental studies, we examined a way to overcome nonbeneficiaries' resistance to employment equity (EE) policies—participation in formulating the policy. We operationalized participation in terms of instrumental versus noninstrumental voice and proposed that nonbeneficiaries would be more likely to support an EE policy when allowed instrumental participation in the policy's development. Further, we proposed psychological ownership as the mediating mechanism underlying the effects of instrumental participation. Study 1 examined participation effects for a gender-based EE policy and Study 2 for a race-based EE policy. As predicted, we found that nonbeneficiaries (men in Study 1; Whites in Study 2) in the instrumental participation condition expressed greater behavioral intentions to promote the policy (Studies 1 and 2) and were more likely to engage in a behavior promoting the policy (Study 2). We also found support for psychological ownership as the underlying mediating mechanism in both studies. Contributions to theory and practice are discussed	10
2011	Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2011). Can I retake it? Exploring subgroup differences and criterion-related validity in promotion retesting. <i>Journal of Applied Psychology</i> , 96(5), 941.	Despite recent interest in the practice of allowing job applicants to retest, surprisingly little is known about how retesting affects 2 of the most critical factors on which staffing procedures are evaluated: subgroup differences and criterion-related validity. We examined these important issues in a sample of internal candidates who completed a job-knowledge test for a within-job promotion. This was a useful context for these questions because we had job-performance data on all candidates (N = 403), regardless of whether they passed or failed the promotion test (i.e., there was no direct range restriction). We found that retest effects varied by subgroup, such that females and younger candidates improved more upon retesting than did males and older candidates. There also was some evidence that Black candidates did not improve as much as did candidates from other racial groups. In addition, among candidates who retested, their retest scores were somewhat better predictors of subsequent job performance than were their initial test scores ( $r_s = .38$ vs. $.27$ ). The overall results suggest that retesting does not negatively affect criterion-related validity and may even enhance it. Furthermore, retesting may reduce the likelihood of adverse impact against some subgroups (e.g., female candidates) but increase the likelihood of adverse impact against other subgroups (e.g., older candidates).	12
2011	Agerström, J., & Rooth, D. O. (2011). The role of automatic obesity stereotypes in real hiring discrimination. <i>Journal of Applied Psychology</i> , 96(4), 790.	This study examined whether automatic stereotypes captured by the implicit association test (IAT) can predict real hiring discrimination against the obese. In an unobtrusive field experiment, job applications were sent to a large number of real job vacancies. The applications were matched on credentials but differed with respect to the applicant's weight. Discriminatory behavior was quantified by the extent to which the hiring managers invited normal-weight versus obese applicants to a job interview. Several months after the behavioral data were obtained, the hiring managers completed an obesity IAT and explicit hiring preference measures. Only the IAT scores reliably predicted interview decisions. More specifically, hiring managers holding more negative automatic stereotypes about the obese were less likely to invite an obese applicant for an interview. The present research is the first to show that automatic bias predicts labor market discrimination against obese individuals. Practical implications are discussed.	80
2011	Judge, T. A., & Cable, D. M. (2011). When it comes to pay, do the thin win? The effect of weight on pay for men and women. <i>Journal of Applied Psychology</i> , 96(1), 95.	Cultivation theory suggests that society holds very different body standards for men versus women, and research indicates that the consequences of defying these social norms may not be linear. To test these notions in the employment context, we examined the relationship between weight and income and the degree to which the relationship varies by gender. For women, we theorized a negative weight–income relationship that is steepest at the thin end of the distribution. For men, we predicted a positive weight–income relationship until obesity, where it becomes negative. To test these hypotheses, we utilized 2 longitudinal studies, 1 German and 1 American. In Study 1, weight was measured over 2 time periods, and earnings were averaged over the subsequent 5 years. Study 2 was a multilevel study in which weight and earnings were within-individual variables observed over time, and gender was a between-individual variable. Results from the 2 studies generally support the hypotheses, even when examining within-individual changes in weight over time	54
2011	Nye, C. D., & Drasgow, F. (2011). Effect size indices for analyses of measurement equivalence: Understanding the practical importance of differences between groups. <i>Journal of Applied Psychology</i> , 96(5), 966.	Because of the practical, theoretical, and legal implications of differential item functioning (DIF) for organizational assessments, studies of measurement equivalence are a necessary first step before scores can be compared across individuals from different groups. However, commonly recommended criteria for evaluating results from these analyses have several important limitations. The present study proposes an effect size index for confirmatory factor analytic (CFA) studies of measurement equivalence to address 1 of these limitations. The application of this index is illustrated with personality data from American English, Greek, and Chinese samples. Results showed a range of nonequivalence across these samples, and these differences were linked to the observed effects of DIF on the outcomes of the assessment (i.e., group-level mean differences and adverse impact).	16

2011	McDaniel, M. A., Psotka, J., Legree, P. J., Yost, A. P., & Weekley, J. A. (2011). Toward an understanding of situational judgment item validity and group differences. <i>Journal of Applied Psychology</i> , 96(2), 327.	This paper evaluates 2 adjustments to common scoring approaches for situational judgment tests (SJTs). These adjustments can result in substantial improvements to item validity, reductions in mean racial differences, and resistance to coaching designed to improve scores. The first adjustment, applicable to SJTs that use Likert scales, controls for elevation and scatter (Cronbach & Gleser, 1953). This adjustment improves item validity. Also, because there is a White–Black mean difference in the preference for extreme responses on Likert scales (Bachman & O'Malley, 1984), these adjustments substantially reduce White–Black mean score differences. Furthermore, this adjustment often eliminates the score elevation associated with the coaching strategy of avoiding extreme responses (Cullen, Sackett, & Lievens, 2006). Item validity is shown to have a U-shaped relationship with item means. This holds both for SJTs with Likert score response formats and for SJTs where respondents identify the best and worst response option. Given the U-shaped relationship, the second adjustment is to drop items with midrange item means. This permits the SJT to be shortened, sometimes dramatically, without necessarily harming validity.	14
2011	De Corte, W., Sackett, P. R., & Lievens, F. (2011). Designing pareto-optimal selection systems: Formalizing the decisions required for selection system development. <i>Journal of Applied Psychology</i> , 96(5), 907.	The article presents an analytic method for designing Pareto-optimal selection systems where the applicants belong to a mixture of candidate populations. The method is useful in both applied and research settings. In an applied context, the present method is the first to assist the selection practitioner when deciding on 6 major selection design issues: (1) the predictor subset, (2) the selection rule, (3) the selection staging, (4) the predictor sequencing, (5) the predictor weighting, and (6) the stage retention decision issue. From a research perspective, the method offers a unique opportunity for studying the impact and relative importance of different strategies for reducing adverse impact.	16
2011	Biddle, D. A., & Morris, S. B. (2011). Using Lancaster's mid-P correction to the Fisher's exact test for adverse impact analyses. <i>Journal of Applied Psychology</i> , 96(5), 956.	Adverse impact is often assessed by evaluating whether the success rates for 2 groups on a selection procedure are significantly different. Although various statistical methods have been used to analyze adverse impact data, Fisher's exact test (FET) has been widely adopted, especially when sample sizes are small. In recent years, however, the statistical field has expressed concern regarding the default use of the FET and has proposed several alternative tests. This article reviews Lancaster's mid-P (LMP) test (Lancaster, 1961), an adjustment to the FET that tends to have increased power while maintaining a Type I error rate close to the nominal level. On the basis of Monte Carlo simulation results, the LMP test was found to outperform the FET across a wide range of conditions typical of adverse impact analyses. The LMP test was also found to provide better control over Type I errors than the large-sample Z-test when sample size was very small, but it tended to have slightly lower power than the Z-test under some conditions.	12
2011	Roth, P. L., Buster, M. A., & Bobko, P. (2011). Updating the trainability tests literature on Black–White subgroup differences and reconsidering criterion-related validity. <i>Journal of Applied Psychology</i> , 96(1), 34.	A number of applied psychologists have suggested that trainability test Black–White ethnic group differences are low or relatively low (e.g., Siegel & Bergman, 1975), though data are scarce. Likewise, there are relatively few estimates of criterion-related validity for trainability tests predicting job performance (cf. Robertson & Downs, 1989). We review and clarify the existing (and limited) literature on Black–White group differences on trainability tests, provide new trainability test data from a recent video-based trainability exam, and present archival data about how trainability test scores relate to cognitive ability, Black–White differences, and job performance. Consistent with hypotheses, our results suggest large correlations of trainability tests with cognitive ability (e.g., .80) and larger standardized ethnic group differences than previously thought (ds of 0.86, 1.10, and 1.21 for 3 samples). Results also suggest that trainability tests have higher validity than previously thought. Overall, our analysis provides a substantial amount of data to update our understanding of the use of trainability tests in personnel selection.	10
2011	Berry, C. M., Clark, M. A., & McClure, T. K. (2011). Racial/ethnic differences in the criterion-related validity of cognitive ability tests: A qualitative and quantitative review. <i>Journal of Applied Psychology</i> , 96(5), 881.	The correlation between cognitive ability test scores and performance was separately meta-analyzed for Asian, Black, Hispanic, and White racial/ethnic subgroups. Compared to the average White observed correlation ( $r = .33$ , $N = 903,779$ ), average correlations were lower for Black samples ( $r = .24$ , $N = 112,194$ ) and Hispanic samples ( $r = .30$ , $N = 51,205$ ) and approximately equal for Asian samples ( $r = .33$ , $N = 80,705$ ). Despite some moderating effects (e.g., type of performance criterion, decade of data collection, job complexity), validity favored White over Black and Hispanic test takers in almost all conditions that included a sizable number of studies. Black–White validity comparisons were possible both across and within the 3 broad domains that use cognitive ability tests for high-stakes selection and placement: civilian employment, educational admissions, and the military. The trend of lower Black validity was repeated in each domain; however, average Black–White validity differences were largest in military studies and smallest in educational and employment studies. Further investigation of the reasons for these validity differences is warranted.	22

2011	Ryan, M. K., Haslam, S. A., Hersby, M. D., & Bongiorno, R. (2011). Think crisis—think female: The glass cliff and contextual variation in the think manager—think male stereotype. <i>Journal of Applied Psychology</i> , 96(3), 470.	The “think manager—think male” (TMTM) association underlies many gender inequalities in the workplace. However, research into the “glass cliff” has demonstrated that the suitability of male and female managers varies as a function of company performance such that in times of poor performance people may “think female” (Ryan & Haslam, 2005, 2007). Three studies examined gender and managerial stereotypes in the context of companies that are doing well or doing badly. Study 1 reproduced TMTM associations for descriptions of managers of successful companies but demonstrated a reversal for managers of unsuccessful companies. Study 2 examined the prescriptive nature of these stereotypes. No TMTM relationship was found for ideal managers of successful companies, but ideal managers of unsuccessful companies were associated with the female stereotype. Study 3 suggested that women may be favored in times of poor performance, not because they are expected to improve the situation, but because they are seen to be good people managers and can take the blame for organizational failure. Together, the studies illustrate the importance of context as a moderator of the TMTM association. Practical and theoretical implications for gender discrimination in the workplace are discussed.	100
2012	Harris, W. G., Jones, J. W., Klion, R., Arnold, D. W., Camara, W., & Cunningham, M. R. (2012). Test publishers' perspective on “An updated meta-analysis”: Comment on Van Iddekinge, Roth, Raymark, and Odle-Dusseau (2012).	Van Iddekinge, Roth, Raymark, and Odle-Dusseau's (2012) meta-analysis of pre-employment integrity test results confirmed that such tests are meaningfully related to counterproductive work behavior. The article also offered some cautionary conclusions, which appear to stem from the limited scope of the authors' focus and the specific research procedures used. Issues discussed in this commentary include the following: (a) test publishers' provision of studies for meta-analytic consideration; (b) errors and questions in the coding of statistics from past studies; (c) debatable corrections for unreliable criterion measures; (d) exclusion of laboratory, contrasted-groups, unit-level, and time-series studies of counterproductive behavior; (e) under-emphasis on the prediction of counterproductive workplace behaviors compared with job performance, training outcomes, and turnover; (f) overlooking the industry practice of deploying integrity scales with other valid predictors of employee outcomes; (g) implication that integrity test publishers produce biased research results; (h) incomplete presentation of integrity tests' resistance to faking; and (i) omission of data indicating applicants' favorable response to integrity tests, the tests' lack of adverse impact, and the positive business impact of integrity testing. This commentary, therefore, offers an alternate perspective, addresses omissions and apparent inaccuracies, and urges a return to the use of diverse methodologies to evaluate the validity of integrity tests and other psychometric instruments. (	5
2012	Madera, J. M., & Hebl, M. R. (2012). Discrimination against facially stigmatized applicants in interviews: an eye-tracking and face-to-face investigation. <i>Journal of Applied Psychology</i> , 97(2), 317.	Drawing from theory and research on perceived stigma (Pryor, Reeder, Yeadon, & Hesson-McInnis, 2004), attentional processes (Rinck & Becker, 2006), working memory (Baddeley & Hitch, 1974), and regulatory resources (Muraven & Baumeister, 2000), the authors examined discrimination against facially stigmatized applicants and the processes involved. In Study 1, 171 participants viewed a computer-mediated interview of an applicant who was facially stigmatized or not and who either did or did not acknowledge the stigma. The authors recorded participants' (a) time spent looking at the stigma (using eye tracker technology), (b) ratings of the applicant, (c) memory recall about the applicant, and (d) self-regulatory depletion. Results revealed that the participants with facially stigmatized applicants attended more to the cheek (i.e., where the stigma was placed), which led participants to recall fewer interview facts, which in turn led to lower applicant ratings. In addition, the participants with the stigmatized (vs. nonstigmatized) applicant depleted more regulatory resources. In Study 2, 38 managers conducted face-to-face interviews with either a facially stigmatized or nonstigmatized applicant, and then rated the applicant. Results revealed that managers who interviewed a facially stigmatized applicant (vs. a nonstigmatized applicant) rated the applicant lower, recalled less information about the interview, and depleted more self-regulatory resources.	16

2013	Huang, L., Fridleger, M., & Pearce, J. L. (2013). Political skill: Explaining the effects of nonnative accent on managerial hiring and entrepreneurial investment decisions. <i>Journal of Applied Psychology</i> , 98(6), 1005.	We propose and test a new theory explaining glass-ceiling <b>bias</b> against nonnative speakers as driven by perceptions that nonnative speakers have weak political skill. Although nonnative accent is a complex signal, its effects on assessments of the speakers' political skill are something that speakers can actively mitigate; this makes it an important <b>bias</b> to understand. In Study 1, White and Asian nonnative speakers using the same scripted responses as native speakers were found to be significantly less likely to be recommended for a middle-management position, and this <b>bias</b> was fully mediated by assessments of their political skill. The alternative explanations of race, communication skill, and collaborative skill were nonsignificant. In Study 2, entrepreneurial start-up pitches from national high-technology, new-venture funding competitions were shown to experienced executive MBA students. Nonnative speakers were found to have a significantly lower likelihood of receiving new-venture funding, and this was fully mediated by the coders' assessments of their political skill. The entrepreneurs' race, communication skill, and collaborative skill had no effect. We discuss the value of empirically testing various posited reasons for glass-ceiling biases, how the importance and ambiguity of political skill for executive success serve as an ostensibly meritocratic cover for nonnative speaker <b>bias</b> , and other theoretical and practical implications of this work.	4
2013	Morgan, W. B., Walker, S. S., Hebl, M. M. R., & King, E. B. (2013). A field experiment: reducing interpersonal discrimination toward pregnant job applicants. <i>Journal of Applied Psychology</i> , 98(5), 799.	The current research targets 4 potential stereotypes driving hostile attitudes and discriminatory behaviors toward pregnant women: incompetence, lack of commitment, inflexibility, and need for accommodation. We tested the relative efficacy of reducing concerns related to each of the stereotypes in a field experiment in which female confederates who sometimes wore pregnancy prostheses applied for jobs in a retail setting. As expected, ratings from 3 perspectives (applicants, observers, and independent coders) converged to show that pregnant applicants received more interpersonal hostility than did nonpregnant applicants. However, when hiring managers received (vs. did not receive) counterstereotypic information about certain pregnancy-related stereotypes (particularly lack of commitment and inflexibility), managers displayed significantly less interpersonal discrimination. Explicit comparisons of counterstereotypic information shed light on the fact that certain information may be more effective in reducing discrimination than others. We conclude by discussing how the current research makes novel theoretical contributions and describe some practical organizational implications for understanding and improving the experiences of pregnant workers.	5
2013	Roth, P. L., Le, H., Oh, I. S., Van Iddekinge, C. H., Buster, M. A., Robbins, S. B., & Campion, M. A. (2013). Differential validity for cognitive ability tests in employment and educational settings: not much more than range restriction?.	The concept of differential validity suggests that cognitive ability tests are associated with varying levels of validity across ethnic groups, such that validity is lower in certain ethnic subgroups than in others. A recent meta-analysis has revived the viability of this concept. Unfortunately, data were not available in this meta-analysis to correct for range restriction within ethnic groups. We reviewed the differential validity literature and conducted 4 studies. In Study 1, we empirically demonstrated that using a cognitive ability test with a common cutoff decreases variance in test scores of Black subgroup samples more than in White samples. In Study 2, we developed a simulation that examined the effects of range restriction on estimates of differential validity. Results demonstrated that different levels of range restriction for subgroups can explain the apparent observed differential validity results in employment and educational settings (but not military settings) when no differential validity exists in the population. In Study 3, we conducted a simulation in which we examined how one corrects for range restriction affects the accuracy of these corrections. Results suggest that the correction approach using a common range restriction ratio for various subgroups may create or perpetuate the illusion of differential validity and that corrections are most accurate when done within each subgroup. Finally, in Study 4, we conducted a simulation in which we assumed differential validity in the population. We found that range restriction artificially increased the size of observed differential validity estimates when the validity of cognitive ability tests was assumed to be higher among Whites. Overall, we suggest that the concept of differential validity may be largely artifactual and current data are not definitive enough to suggest such effects exist.	2

2013	Courtright, S. H., McCormick, B. W., Postlethwaite, B. E., Reeves, C. J., & Mount, M. K. (2013). A meta-analysis of sex differences in physical ability: Revised estimates and strategies for reducing differences in selection contexts.	Despite the wide use of physical ability tests for selection and placement decisions in physically demanding occupations, research has suggested that there are substantial male–female differences on the scores of such tests, contributing to adverse impact. In this study, we present updated, revised meta-analytic estimates of sex differences in physical abilities and test 3 moderators of these differences—selection system design, specificity of measurement, and training—in order to provide insight into possible methods of reducing sex differences on physical ability test scores. Findings revealed that males score substantially better on muscular strength and cardiovascular endurance tests but that there are no meaningful sex differences on movement quality tests. These estimates differ in several ways from past estimates. Results showed that sex differences are similar across selection systems that emphasize basic ability tests versus job simulations. Results also showed that sex differences are smaller for narrow dimensions of muscular strength and that there is substantial variance in the sex differences in muscular strength across different body regions. Finally, we found that training led to greater increases in performance for women than for men on both muscular strength and cardiovascular endurance tests. However, training reduced the male–female differences on muscular strengths tests only modestly and actually increased male–female differences on cardiovascular endurance. We discuss the implications of these findings for research on physical ability testing and adverse impact, as well as the practical implications of the results.	2
2014	Berry, C. M., Cullen, M. J., & Meyer, J. M. (2014). Racial/ethnic subgroup differences in cognitive ability test range restriction: Implications for differential validity. <i>Journal of Applied Psychology</i> , 99(1), 21.	Recent meta-analyses demonstrated that the observed correlation between cognitive ability test scores and performance criteria was lower for Black and Hispanic subgroups than for Asian and White subgroups in college admissions, civilian employment, and military domains (i.e., differential validity). Given mean score differences between racial/ethnic subgroups, these observed validities may have been confounded by subgroup differences in range restriction. The present study draws on data from hundreds of cognitive ability test validity studies including more than 1 million persons to investigate whether Asian, Black, Hispanic, and White subgroups have differed in amounts of range restriction. We first replicated observed differential validity results and also extended them by presenting the first meta-analytic evidence that observed cognitive ability test validity is lower for the Hispanic subgroup in civilian employment settings. All subgroups were approximately equivalently restricted in range in college admissions and civilian employment domains, but the Black subgroup was more restricted in range than the White subgroup in military studies. In all 3 domains, any differences in range restriction could not account for observed validity differences between subgroups. We also provide estimates of range-restriction-corrected validities; Black and Hispanic subgroups' corrected validities were 11.3–18.0% lower than White corrected validities across domains.	1
2014	Paustian-Underdahl, S., Walker, L. S. & Woehr, D. (2014). Gender and Perceptions of Leadership Effectiveness: A Meta-analysis of Contextual Moderators.. <i>Journal of Applied Psychology</i> .	Despite evidence that men are typically perceived as more appropriate and effective than women in leadership positions, a recent debate has emerged in the popular press and academic literature over the potential existence of a female leadership advantage. This meta-analysis addresses this debate by quantitatively summarizing gender differences in perceptions of leadership effectiveness across 99 independent samples from 95 studies. Results show that when all leadership contexts are considered, men and women do not differ in perceived leadership effectiveness. Yet, when other-ratings only are examined, women are rated as significantly more effective than men. In contrast, when self-ratings only are examined, men rate themselves as significantly more effective than women rate themselves. Additionally, this synthesis examines the influence of contextual moderators developed from role congruity theory (Eagly & Karau, 2002). Our findings help to extend role congruity theory by demonstrating how it can be supplemented based on other theories in the literature, as well as how the theory can be applied to both female and male leaders.	6
2014	Wee, S., Newman, D. A., & Joseph, D. L. (2014). More than g: Selection quality and adverse impact implications of considering second-stratum cognitive abilities. <i>Journal of Applied Psychology</i> , 99(4), 547.	When using cognitive tests, personnel selection practitioners typically face a trade-off between the expected job performance and diversity of new hires. We review the increasingly mainstream evidence that cognitive ability is a multidimensional and hierarchically ordered set of concepts, and examine the implications for both composite test validity and subgroup differences. Ultimately, we recommend a strategy for differentially weighting cognitive subtests (i.e., second-stratum abilities) in a way that minimizes overall subgroup differences without compromising composite test validity. Using data from 2 large validation studies that included a total of 15 job families, we demonstrate that this strategy could lead to substantial improvement in diversity hiring (e.g., doubling the number of job offers extended to minority applicants) and to at least 8% improvement in job offers made to minority applicants, without decrements in expected selection quality compared to a unit-weighted cognitive test composite. Finally, we conduct a sensitivity analysis to examine whether the technique continues to perform well when applied to applicant pools of smaller size. We discuss prerequisites for the application of this strategy, potential limitations, and extensions	3

2014	Yam, K. C., Fehr, R., & Barnes, C. M. (2014). Morning employees are perceived as better employees: Employees' start times influence supervisor performance ratings. <i>Journal of Applied Psychology</i> , 99(6), 1288.	In this research, we draw from the stereotyping literature to suggest that supervisor ratings of job performance are affected by employees' start times—the time of day they first arrive at work. Even when accounting for total work hours, objective job performance, and employees' self-ratings of conscientiousness, we find that a later start time leads supervisors to perceive employees as less conscientious. These perceptions in turn cause supervisors to rate employees as lower performers. In addition, we show that supervisor chronotype acts as a boundary condition of the mediated model. Supervisors who prefer eveningness (i.e., owls) are less likely to hold negative stereotypes of employees with late start times than supervisors who prefer morningness (i.e., larks). Taken together, our results suggest that supervisor ratings of job performance are susceptible to stereotypic beliefs based on employees' start times.	1
2014	Nye, C. D., Brummel, B. J., & Drasgow, F. (2014). Understanding sexual harassment using aggregate construct models. <i>Journal of Applied Psychology</i> , 99(6), 1204.	Sexual harassment has received a substantial amount of empirical attention over the past few decades, and this research has consistently shown that experiencing these behaviors has a detrimental effect on employees' well-being, job attitudes, and behaviors at work. However, these findings, and the conclusions that are drawn from them, make the implicit assumption that the empirical models used to examine sexual harassment are properly specified. This article presents evidence that properly specified aggregate construct models are more consistent with theoretical structures and definitions of sexual harassment and can result in different conclusions about the nomological network of harassment. Results from 3 large samples, 2 military and 1 from a civilian population, are used to illustrate the differences between aggregate construct and reflective indicator models of sexual harassment. These analyses suggested that the factor structure and the nomological network of sexual harassment differ when modeling harassment as an aggregate construct. The implications of these results for the continued study of sexual harassment are discussed.	0
2014	Koch, A. J., D'Mello, S. D., & Sackett, P. R. (2014). A Meta-Analysis of Gender Stereotypes and Bias in Experimental Simulations of Employment Decision Making. <i>The Journal of applied psychology</i> .	Gender bias continues to be a concern in many work settings, leading researchers to identify factors that influence workplace decisions. In this study we examine several of these factors, using an organizing framework of sex distribution within jobs (including male- and female-dominated jobs as well as sex-balanced, or integrated, jobs). We conducted random effects meta-analyses including 136 independent effect sizes from experimental studies (N = 22,348) and examined the effects of decision-maker gender, amount and content of information available to the decision maker, type of evaluation, and motivation to make careful decisions on gender bias in organizational decisions. We also examined study characteristics such as type of participant, publication year, and study design. Our findings revealed that men were preferred for male-dominated jobs (i.e., gender-role congruity bias), whereas no strong preference for either gender was found for female-dominated or integrated jobs. Second, male raters exhibited greater gender-role congruity bias than did female raters for male-dominated jobs. Third, gender-role congruity bias did not consistently decrease when decision makers were provided with additional information about those they were rating, but gender-role congruity bias was reduced when information clearly indicated high competence of those being evaluated. Fourth, gender-role congruity bias did not differ between decisions that required comparisons among ratees and decisions made about individual ratees. Fifth, decision makers who were motivated to make careful decisions tended to exhibit less gender-role congruity bias for male-dominated jobs. Finally, for male-dominated jobs, experienced professionals showed smaller gender-role congruity bias than did undergraduates or working adults.	3